

Army Regulation 600-3

Personnel--General

The Army Personnel Proponent System

**Headquarters
Department of the Army
Washington, DC
28 November 1997**

UNCLASSIFIED

SUMMARY of CHANGE

AR 600-3

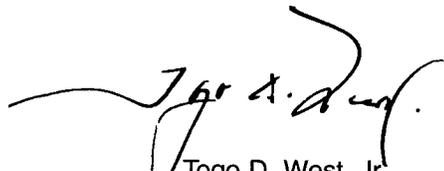
The Army Personnel Proponent System

This revision--

- o Provides revised descriptions and definitions of career fields and personnel proponents (para 1-5).
- o Revises mission statements of Headquarters, Department of the Army Personnel Proponent General Officer Steering Committee and Personnel Proponent Committee and Career Program Planning boards (paras 1-7 and 1-8).
- o Makes numerous administrative changes and corrections to branches, functional area, skills, SQIs, MOSs, and ASIs (tables 1-1 through 1-53).
- o Updates skill identifier tables to include all HQDA approved changes through 31 May 1996 (tables 1-1 through 1-53).
- o Revises and outlines responsibilities and requirements of personnel proponents and other agencies concerned with implementation of military and civilian personnel proponents (paras 2-1 through 2-16).
- o Provides information on Research and Analysis Qualitative and Quantitative Personnel Requirements Information (QQPRI), the Basis of Issue Plan Feeder Data (BOIPFD), the Basis of Issue Plan (BOIP) and the BOIP Impact Report to determine manpower, personnel, and training requirements (para 2-3v).
- o Establishes policy and guidelines and assigns functions for the Soldier Quality Program (para 4-1 thru 4-3).

Personnel--General

The Army Personnel Proponent System



Togo D. West, Jr.
Secretary of the Army

occupational series under their respective personnel management systems.

Applicability. This regulation applies to the Active Army, the Army National Guard (ARNG), the U.S. Army Reserve (USAR), and appropriated and nonappropriated fund civilian members.

Proponent and exception authority. The proponent of this regulation is the Deputy Chief of Staff for Personnel. The Deputy Chief of Staff for Personnel has the authority to approve exceptions to this regulation that are consistent with controlling law and regulation. The DCSPER may delegate this approval authority, in writing to a division chief under their supervision within the proponent agency in the grade of colonel or the civilian equivalent.

Army management control process. Following a review of guidance in AR 11-2, it is determined that this regulation does not contain management control provisions.

Committee management. The DA Committee Management Officer concurs with the

establishment of the HQDA Personnel Proponent General Officer Steering Committee.

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval from HQDA (DAPE-MP), WASH DC 20310-0300.

Suggested Improvements. Users are invited to send comments or suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to Commander, U.S. Total Army Personnel Command, ATTN: TAPC-PLC, 200 Stovall Street, Alexandria, VA 22332-0406.

Distribution. Distribution of this publication is made in accordance with Initial Distribution Number (IDN) 092402, intended for command levels C, D, and E for the Active Army, the Army National Guard, and the U.S. Army Reserve.

History. This UPDATE printing publishes a revision of this publication. Because the publication has been extensively revised, the changed portions have not been highlighted.

Summary. This regulation prescribes personnel proponent responsibilities in career field management for officer branches and functional areas, warrant officer military occupational specialties, enlisted personnel career management fields, and civilian

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RESERVED

Chapter 1 Introduction

1-1. Purpose

a. Establishes the Army Personnel Proponent System as prescribed by AR 5-22.

b. Prescribes policies and responsibilities for personnel proponents' involvement in the Army's personnel system.

c. Provides a listing of consolidated career fields and principal coordination points (PCP) by personnel proponent (tables 1-1 through 1-51).

d. Designates personnel proponents for all officer immaterial, branch, functional/medical functional areas (FAs/MFAs) and skills (table 1-52); warrant officer military occupational specialties (MOSs), special qualification identifiers (SQIs), additional skill identifiers (ASIs) (table 1-53); enlisted personnel career management fields (CMFs), (table 1-54); and civilian series and career fields (table 1-55).

e. Prescribes the composition and mission of the Headquarters, Department of the Army (HQDA) Personnel Proponent General Officer Steering Committee and individual personnel proponents' committees and boards.

1-2. References

Required and related publications and prescribed and referenced forms are listed in appendix A.

1-3. Explanation of abbreviations and terms

Abbreviations and special terms used in this regulation are explained in the glossary.

1-4. Statutory authority

Statutory authority for this regulation is derived from Title 5 (Government Organizations and Employees), Title 10 (Armed Forces), and Title 32 (National Guard) of the United States Code and Code of Federal Regulations.

1-5. Career fields and personnel proponents

a. Career fields include officer branches and FA, warrant officer MOS, enlisted CMF/MOS, skill and language identifiers, and civilian occupational series. Career fields are used to—

(1) Group functionally related personnel categories under a single agent for life-cycle personnel management purposes.

(2) Code officer, warrant officer, enlisted and civilian positions in authorization documents.

(3) Identify soldiers or civilian members who are qualified to perform or are eligible to serve in specific positions.

b. Changes in career field codes are as follows:

(1) Requests for changes in career field codes will be submitted to, Commander, PERSCOM, Deputy Chief of Staff for Operations, Force Integration Division, ATTN: TAPC-PLC, 200 Stovall Street, Alexandria, VA 22332-0406.

(2) Civilian occupational series will be split among two or more proponents only when:

(a) Two or more functions within the occupational series require specialized training and development and

(b) The proponent currently designated concurs in the proposed change (exceptions are generic series; e.g., GS-301 and GS-303).

c. The personnel proponent is the commander or chief of an organization or agency assigned primary responsibility for providing recommendations relating to personnel management matters to the Deputy Chief of Staff for Personnel (DCSPER) (military) or the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA (M&RA)) (civilian). These responsibilities include career field development and/or changes to personnel management policies in specific occupational career fields.

1-6. Personnel Proponent System objectives

Objectives of the Personnel Proponent System are to—

a. Establish responsibilities throughout the Army for all career

field-related matters involved in the eight personnel life-cycle management functions. These functions are structure, acquisition, individual training and education, distribution, deployment, sustainment, professional development and separation.

b. Ensure that a single agent is identified and made responsible for analysis of the functional role of all personnel in each career field.

c. Ensure that personnel management policies, programs and procedures established by HQDA incorporate career field-related considerations.

d. Foster achievement of the total Army goals and objectives of the Army's Officer Personnel Management System (OPMS), Total Warrant Officer System (TWOS), the Enlisted Personnel Management System (EPMS) to include the special branches and the Civilian Personnel Management System (CPMS).

1-7. Headquarters, Department of the Army Personnel Proponent General Officer Steering Committee

a. *Establishment.* The HQDA Personnel Proponent General Officer Steering Committee is an intra-Army continuing committee.

b. *Mission.* The committee will consider personnel proponent issues and advise or make recommendations to the DCSPER.

c. *Composition.* The committee will consist of the following:

(1) Assistant Deputy Chief of Staff for Personnel (ADCSPER), Office of the Deputy Chief of Staff for Personnel (ODCSPER), who will serve as chairperson.

(2) Members (general officer (GO) or equivalent) from the elements shown below.

(a) Staff principals of the ODCSPER and the Office of ASA (M&RA).

(b) Personnel proponents.

(c) Headquarters Training and Doctrine Command (TRADOC).

(d) Principal coordinating points.

(e) Army Secretariat (when items being discussed are within the respective secretariat areas of responsibility).

(f) Director, Army National Guard.

(g) Chief, Army Reserve (OCAR).

(h) Staff principals for U.S. Total Army Personnel Command (PERSCOM) and Deputy Assistant Secretary of the Army (Civilian Personnel Policy)/Director of Civilian Personnel (DASA (CPP)/DCP).

(3) Major Army Command (MACOM) and field operating agency representatives not already listed above.

d. *Direction and control.*

(1) The committee will be convened at the call of the chairperson on an as-needed basis. The Assistant Deputy Chief of Staff for Personnel may convene a meeting of selected members when deemed appropriate.

(2) Any member may request that the steering committee convene to discuss specific personnel proponent issues. Members will forward their requests to the Assistant Deputy Chief of Staff for Personnel (ADCSPER). Requests will include, as a minimum, a proposed agenda and a synopsis of each issue to be discussed. Each issue should include impact assessments and recommended solution(s). All members will provide agenda items upon request.

(3) The chairperson will report to the DCSPER on activities of the committee.

e. *Administrative support.*

(1) The Commander, PERSCOM (Deputy Chief of Staff for Operations, Force Integration Division (DCSOPS)), will provide all administrative support (space, clerical and equipment) for the committee.

(2) Funds for travel and per diem will be provided by the parent organization of the member.

f. *Correspondence.* All correspondence to the committee will be sent to Commander, PERSCOM, DCSOPS (TAPC-PLC), 200 Stovall St., Alexandria, VA 22332-0406.

**Table 1-1
Consolidated military and civilian career fields and principal coordination points by personnel proponent: Personnel proponent Officer Immaterial (any officer)**

Career fields	Coordination Points
01A - Branch Immaterial (any officer)	Commander, U.S. Army Soldier Support Institute
02A - Combat Arms Immaterial (IN, AR, FA, AD, AV, EN)	Commander, U.S. Army Combined Arms Center
04A - Personnel Immaterial (AG, FA 41)	Commandant, U.S. Army Adjutant General School

**Table 1-2
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Infantry School (PCP: DCSOPS)**

Career fields	Title
Officer	
<i>Branch</i> 11	Infantry
<i>SI</i> 3X	M2 BRADLEY Inf Fighting Veh/M3 Cav Fighting Veh
3Z	Mortar Unit Officer
5P	Parachutist
5Q	Pathfinder
5R	Ranger
5S	Ranger-Parachutist
6P	Master Fitness Trainer
Warrant Officer	
<i>SQI</i> 7	Parachutist
<i>ASI</i> 6P	Master Fitness Trainer

Enlisted

<i>CMF</i> 11	Infantry
<i>SQI</i> E	Military Mountaineer
G	Ranger
P	Parachutist
V	Ranger Parachutist
<i>ASI</i> 2C	Javelin Gunnery
B4	Sniper
C2	Dragon Gunnery
E9	M901/(ITV) Gunner/Crew Training
F7	Pathfinder
J3	BRADLEY Infantry Fighting Veh (BIFV) System Master Gunner
P5	Master Fitness Trainer
S1	TOW Master Gunner

**Table 1-3
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Armor School (PCP: DCSOPS)**

Career fields	Title
Officer	
<i>Branch</i> 12	Armor
<i>SI</i>	

**Table 1-3
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Armor School (PCP: DCSOPS)—Continued**

Career fields	Title
3J	M1A2 ABRAMS Tank
3M	M1/M1A1 ABRAMS Tank
Enlisted	
<i>CMF</i> 19	Armor
<i>ASI</i> A8	Master Gunnery (M1/M1A1 Tank)
D3	BRADLEY Fighting Veh Opns and Maint
D8	Master Gunnery (M60A3 Tank)
G4	Armored Gun System (AGS) Opns and Maint
G8	Master Gunnery (Armored Gun System (AGS))
K4	M1A2 Tank Opns and Maint
K8	Master Gunnery (M1A2 Tank)

**Table 1-4
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Field Artillery School**

Career fields	Title
Officer	
<i>Branch</i> 13	Field Artillery ¹
<i>SI</i> 5H	Nuclear Chemical Target Analyst
Warrant Officer	
<i>Branch</i> 13	Field Artillery ²
Enlisted	
<i>CMF</i> 13	Field Artillery ¹
<i>ASI</i> F9	Advanced FA Tactical Data System
H1	Meteorological Equip Maint
U6	Field Artillery Weapons Maintenance

Notes:

¹ PCP: DCSOPS

² PCP: DCSLOG

Table 1-5
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Air Defense Artillery School

Career fields	Title
Officer	
<i>Branch</i> 14	Air Defense Artillery ¹
Warrant Officer	
<i>Branch</i> 14	Air Defense Artillery ^{2,3}
Enlisted	
<i>CMF</i> 14	Air Defense Artillery ¹

Notes:

¹ PCP: DCSOPS

² PCP: DCSLOG

³ Special Coordination Instructions: Coordinate with U.S. Army Ordnance Center and School concerning WO MOS 140B, 140D, and 140E and enlisted MOS 27Z.

Table 1-6
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Aviation Center

Career fields	Title
Officer	
<i>Branch</i> 15	Aviation ^{1,3}
<i>SI</i>	
5U	Air Opn Officer
A2	OH-58A/C Scout Pilot
A3	OH-58D Scout Pilot
A4	OH-58D Warrior Pilot
A5	OH-6 Scout Pilot
B1	UH-1 Pilot
B2	UH-60 Pilot
B5	EH-60 Pilot
C2	CH-47D Pilot
D2	AH-1 Q/S Pilot
D5	AH-64A/B Pilot
D7	AH-64C/D Pilot
E3	C-20 Pilot
E4	U-21 Pilot
E5	C-12 Pilot
E6	C-21 Pilot
E7	C-23 Pilot
E8	C-26 Pilot
F2	RU-21 Pilot
F3	RC-12 Pilot
F4	RC-12K/N Pilot
F5	O5A/EO-5B Pilot
G5	Experimental Test Pilot
G6	Aviation Maint Test Pilot ³
G7	Avn Related
G8	Aviation Safety Officer ³
K4	Special Operations Aviation (SOA)
K5	MH-60K Pilot
K6	MH-47E Pilot

Warrant Officer

Branch
15 Aviation^{1,3}

SQI

Table 1-6
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Aviation Center—Continued

Career fields	Title
B	Aviation Safety Officer ³
C	Instructor Pilot
D	Aeromedical Evac Pilot
E	Aircraft Armament Maint Tech ³
F	Senior Instructor Pilot and Instrument Flight Examiner
G	Aviation Maintenance Officer ³
H	Standardization Instructor Pilot (SIP)
I	Tactical Operations Officer
J	Engineering Test Pilot
L	Maintenance Test Flight Evaluator (MTFE)
<i>ASI</i>	
6B	Gen Safety Tech (NG only) ³
A2	OH-58A/C Scout Pilot
A3	OH-58D Scout Pilot
A4	OH-58D Warrior Pilot
B2	UH-60 Pilot
B5	EH-60 Pilot
C2	CH-47D Pilot
D2	AH-1 Pilot
D5	AH-64A/B Pilot
D7	AH-64C/D Pilot
E3	C-20 Pilot
E4	U-21 Pilot
E5	C-12 Pilot
E6	C-21 Pilot
E7	C-23 Pilot
E8	C-26 Pilot
F2	RU-21 Pilot
F3	RC-12D/G/H Pilot
F4	RC-12K/N Pilot
F5	EO-5A/O-5B Pilot
G2	Instructor Pilot
G6	Aircraft Maint Officer
G7	Aviation Related
H1	Aircraft Armament Maint Officer ³
H2	Aviation Life Support Equipment Officer ³
H3	Aircrew Survivability Equip and Electronic Warfare Officer
H4	Aeromedical Evacuation Pilot
K4	Special Operations Aviation (SOA)
K5	MH-60K Pilot
K6	MH-47E Pilot
Enlisted	
<i>CMF</i>	
67	Aircraft Maint ^{2,3}
93	Aviation Operations ¹
<i>SQI</i>	
F	Flying Status
<i>ASI</i>	
A2	Aviation Safety
F8	Flight Simulator (UH1FS) Console Opns
N1	Aircraft Crewmember Standardization Instruction
N2	Nondestructive Test Equipment ³
Q2	ALSE ³
W5	OH-58D Qualification ³
W6	Aircraft Survivability Equipment (ASE)
X1	AH-64 Maintenance ³

Civilian

Career Field
64 Aviation¹

Series
GS-2152 Air Traffic Control

Table 1-6
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Aviation Center—Continued

Career fields	Title
GS-2154	Air Traffic Assistance
GS/NF-2181	Aircraft Operation ³
93	Aircraft Maintenance ²
<i>Series</i>	
GS-301	Miscellaneous Administrative and Program
GS-346	Logistics Management
GS-1152	Production Control
GS-1601	General Facilities and Equipment
GS-1670	Equipment Specialist
GS-1910	Quality Assurance
GS-6967	Personal Flight Equipment Handling
WG-2608	Radio Equipment Installing and Repairing
WG-2892	Aircraft Electrical Systems Installation and Repairing
WG-3306	Optical Instruments Repairer
WG-3359	Instrument Mechanic
WG-3414	Machining
WG-6652	Aircraft Ordnance Systems Mechanic
WG-8201	Miscellaneous Fluid Systems
WG-8255	Pneudraulic Systems Mechanic
WG-8268	Aircraft Pneudraulic Systems Mechanic
WG-8601	Miscellaneous Aircraft Engine Overhaul
WG-8602	Aircraft Engine Mechanic
WG-8801	Miscellaneous Aircraft Overhaul
WG-8810	Aircraft Propeller Mechanic
WG/NA-8852	Aircraft Mechanic ³
WG-8862	Aircraft Attendant

Notes:

¹ PCP: DCSOPS (Plus DCSINT for AOC 15C and WO MOS 156A; DCSLOG for AOC 15D)

² PCP: DCSLOG

³ Special Coordination Instructions: Coordinate with the U.S. Army Armor School, the U.S. Army Infantry School, and the U.S. Army Intelligence School concerning AOC 15B; U.S. Army Military Intelligence School concerning AOC 15C; the U.S. Army Aviation Logistics School concerning AOC 15D and SI G6; WO MOS 151A and ASI G6, H1, H2, SQI E, G; for enlisted MOS 67G, 67H, 67N, 67R, 67S, 67T, 67U, 67V, 67Y, 67Z, 68B, 68D, 68F, 68G, 68H, 68J, 68K, 68X, and ASI N2, Q2, W5 and X1; U.S. Army Safety Center concerning WO ASI G8 and 6B and SQI B and for enlisted ASI A2. Coordinate with CG, USACFSC concerning GS/NF-2181, and WG/NA-8852 occupations.

Table 1-7
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army JFK Special Warfare Center and School

Career fields	Title
Officer	
<i>Branch</i>	
18	Special Forces ²
38	Civil Affairs (RC only) ¹
<i>Functional Area</i>	
39	Psychological Opns and Civil Affairs ²
<i>SI</i>	
4W	Underwater Special Opns
4X	Mil Free Fall Special Opns
5Y	Civil Defense Officer
6C	Economist
6D	Public Education Officer
6E	Civilian Supply Officer
6F	Public Transportation Officer
6G	Public Facilities Officer

Table 1-7
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army JFK Special Warfare Center and School—Continued

Career fields	Title
6H	Public Safety Officer
6R	Public Communications Officer
6U	Agricultural Officer
6V	Cultural Affairs Officer
6W	Archivist
Warrant Officer	
<i>Branch</i>	
18	Special Forces ²
<i>ASI</i>	
4W	Underwater Special Opns
4X	Mil Free Fall Special Opns
Enlisted	
<i>CMF</i>	
18	Special Forces ³
37	Psychological Operations
38	Civil Affairs (Reserve Component)
<i>SQI</i>	
D	Civil Affairs Operations
S	Special Operations Support Personnel
T	1st SFOD-D Unit Operator (Proponent: 1st SFOD-D)
<i>ASI</i>	
F1	Opns and Intel (Special Opns)
Q5	Special Forces Combat Diving, Medical
Q8	Tactical Air Operations
S6	Special Forces Combat Diving, Supervision
W3	Special Forces Target Interdiction Opns
W7	Special Forces Underwater Opns
W8	Special Forces Mil Free Fall Opns

Notes:

¹ PCP: OCAR

² PCP: DCSOPS

³ Special Coordination Instructions: Coordinate with U.S. Army Infantry School concerning MOS 18B and 18F; the U.S. Army Engineer School concerning 18C; and The Surgeon General for MOS 18D.

Table 1-8
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Engineer Center and School (PCP: OCE)

Career fields	Title
Officer	
<i>Branch</i>	
21	Corps of Engineers
<i>SI</i>	
5V	Marine Diver
Warrant Officer	
<i>Branch</i>	
21	Corps of Engineers
<i>SQI</i>	
5	Power Sys Tech
Enlisted	
<i>CMF</i>	

Table 1–8
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Engineer Center and School (PCP: OCE)—Continued

Career fields	Title
12	Combat Engineering
51	General Engineering
81	Topographic Engineering
<i>ASI</i>	
C3	Well Drilling
C7	Survey Instrument Repairer
E5	Instrument Maint (Power Station)
J6	Reproduction Equip Repair
S2	Mech Equip Maint (Power Station)
S3	Elec Equip Maint (Power Station)
U4	Power Line Distribution

Civilian

Career Field

77 Facilities Operations and Maintenance

Series

WG-2801	Miscellaneous Electrical Installation and Maint
WG/NA-2805	Electrician ¹
WG-2810	Electrician (High Voltage)
WG-2854	Electrical Equipment Repairing
WG-3501	Miscellaneous Manual Labor
WG/NA-3502	Laboring ¹
WG-3508	Pipeline Working
WG/NA-3566	Custodial Working ¹
WG-3601	Miscellaneous Masonry, Plastering, and Roofing
WG-3602	Cement Finishing
WG-3603	Masonry
WG-3604	Tile Setting
WG-3605	Plastering
WG-3606	Roofing
WG-3609	Floor Covering Installing
WG-3610	Insulating
WG-3611	Glazing
WG-3653	Asphalt Working
WG-3806	Sheet Metal Mechanic
WG-3807	Structural/Ornamental Iron Working
WG-3808	Boilermaking
WG-3818	Spring Making
WG-3869	Metal Forming Machine Operator
WG/NA-4101	Miscellaneous Painting and Paperhanging ¹
WG/NA-4102	Painting ¹
WG-4103	Paperhanging
WG-4104	Sign Painting
WG/NA-4201	Miscellaneous Pipefitting ¹
WG-4204	Pipefitting
WG/NA-4206	Plumbing ¹
WG/NA-4601	Miscellaneous Woodwork ¹
WG/NA-4604	Wood Working ¹
WG/NA-4605	Wood Crafting ¹
WG/NA-4607	Carpentry ¹
WG-4618	Wood Working Machine Operating
WG-4639	Timber Working
WG/NA-4741	General Equipment Operating ¹
WG/NA-4742	Utility Systems Repairing Operating ¹
WG/NA-4749	Maintenance Mechanic ¹
WG-4808	Custodial Equipment Servicing
WG/NA-5001	Misc Agricultural, Forestry, and Kindred Operations ¹
WG/NA-5002	Farming ¹
WG/NA-5003	Gardening ¹
WG/NA-5026	Pest Controlling ¹
WG-5042	Tree Trimming and Removing
WG/NA-5306	Air Conditioning Equipment Mechanic ¹
WG-5309	Heating and Boiler Plant Equipment Mechanic
WG-5313	Elevator Mechanic
WG-5318	Lock and Dam Repairing
WG-5324	Powerhouse Equipment Repairing

Table 1–8
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Engineer Center and School (PCP: OCE)—Continued

Career fields	Title
WG-5326	Drawbridge Repairing
WG/NA-5401	Misc Fixed Industrial Equipment Operation ¹
WG-5402	Boiler Plant Operating
WG/NA-5403	Incinerator Operating ¹
WG-5406	Utility Systems Operating
WG-5407	Electric Power Controlling
WG/NA-5408	Sewage Disposal Plant Operating ¹
WG-5409	Water Treatment Plant Operating
WG-5413	Fuel Distribution System Operating
WG-5415	Air Conditioning Equipment Operating
WG-5419	Stationary-Engine Operating
WG-5426	Lock and Dam Operating
WG-5430	Drawbridge Operating
WG-5433	Gas Generating Plant Operating
WG-5438	Elevator Operating
WG-5479	Dredging Equipment Operating
WG-5706	Road Sweeper Operating
WG/NA-5716	Engineering Equipment Operating ¹
WG/NA-5725	Crane Operating ¹
WG-5729	Drill Rig Operating
WG-5731	Mining/Tunneling Machine Operating
WG-6903	Coal Unloader Operating

Notes:

¹ Special Coordination Instructions: Coordinate with DCSINT for MOS 215D. Coordinate with CG, USACFSC for WG/NA-2805, WG/NA-3502, WG/NA-3566, WG/NA-4101, WG/NA-4102, WG/NA-4201, WG/NA-4206, WG/NA-4601, WG/NA-4604, WG/NA-4605, WG/NA-4607, WG/NA-4741, WG/NA-4742, WG/NA-4749, WG/NA-5001, WG/NA-5002, WG/NA-5003, WG/NA-5026, WG/NA-5306, WG/NA-5401, WG/NA-5403, WG/NA-5408, WG/NA-5716 and WG/NA-5725 occupations.

Table 1–9
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Signal Center and School

Career fields	Title
Officer	
<i>Branch</i>	
25	Signal Corps ¹
<i>Functional Area</i>	
53	Systems Automation ¹
	AOC 53A—(Systems Automation Mangement)
<i>SI</i>	
4H	Branch Automation Officer
5B	Visual Info ²
5D	Radio Freq Manager
Warrant Officer	
<i>Branch</i>	
25	Signal Corps ¹
<i>ASI</i>	
3E	Satellite Communications System Rpr Tech
Enlisted	
<i>CMF</i>	
25	Visual Info ¹
31	Signal Operations ¹
74	Information Systems Operations

Table 1–9
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Signal Center and School—Continued

Career fields	Title
<i>SQI</i>	
I	Installer
<i>ASI</i>	
1C	Satellite Sys/Network Coordinator
C6	High Power Radio Op/Maintainer
D9	Battlefield Spectrum Mgmt
F2	Antenna Installation

Table 1–9
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Signal Center and School—Continued

Career fields	Title
F6	Cable Splicing
H4	Specialized Software Development Programmer
J7	WHCA Console Con Opns
Z2	Automatic Msg Switching Ctr Opns

Notes:

¹ PCP: DISC4

² Special Coordination Instructions: Coordinate with the U.S. Army Information Systems Command for officer skill 5B.

Table 1–10
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Military Police School (PCP: DCSOPS)

Career fields	Title
Officer	
<i>Branch</i>	
31	Military Police
Warrant Officer	
<i>Branch</i>	
31	Military Police ¹
<i>SQI</i>	
K	Polygraph Examiner
<i>ASI</i>	
9E	Sr Economic Crime Investigator
Enlisted	
<i>CMF</i>	
95	Military Police ²
<i>ASI</i>	
A9	Patrol Dog Handling
H3	Physical Security Opns
Q9	Traffic Accident Investigation
V5	Mil Police Investigation
Z6	Detector Dog Handling
Civilian	
<i>Career Field</i>	
19	Physical Security and Law Enforcement
<i>Series</i>	
GS-006	Correctional Institution Administration
GS-007	Correctional Officer
GS-072	Fingerprint Identification
GS-080	Security Administration (Physical Security)
GS-083	Police
GS/NF-085	Security Guard ¹
GS-1802	Compliance Inspection and Support
GS-1810	General Investigations
GS-1811	Criminal Investigations
GS-1812	Game Law Enforcement
GS-1890	Customs Inspection
GS-1897	Customs Aid

Notes:

Special Coordination Instructions: Coordinate with the U.S. Army Criminal Investigation Command for WO MOS 311A and enlisted MOS 95D. Coordinate with CG, USACFSC concerning GS/NF-085 occupation.

Table 1-11
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Intelligence Center and Fort Huachuca (PCP: DCSINT)

Career fields	Title
Officer	
<i>Branch</i>	
35	Military Intelligence
<i>Functional Area</i>	
35	Military Intelligence (for use with AOC 15C only)
<i>SI</i>	
3E	Tactical Exploitation of National Capabilities (TENCAP)
3Q	Strategic Debriefing and Interrogator
3W	NSA Junior Off Cryp Career Program
6A	Defense Sensor Interpretation and Application Training Program (DSIATP)
Warrant Officer	
<i>Branch</i>	
35	Military Intelligence
<i>SQI</i>	
W	Technical Surveillance Countermeasure Tech
<i>ASI</i>	
9A	Defense Sensor Interpretation and Application Training Program Tech
9C	Tactical Exploitation of National Capabilities Operations Tech
9N	Strategic Debriefing/Interrogator
Enlisted	
<i>CMF</i>	
33	Electronic Warfare/Intercept System Maint
96	Mil Intelligence
98	Signals Intelligence/Electronic Warfare Operations ¹
<i>ASI</i>	
1A	JSTARS E8-A Systems Operator
1B	OV-1D Systems Operator
1T	IPDS/TRAC/NIS TENCAP Operations
2T	ETUT/TUT/THMT TENCAP Operations
3T	EPDS TENCAP Operations
4T	Tactical Exploitation of National Capabilities Integrator/Maintainer
C8	Transcribing/Gisting
E4	Attache Admin Support
G9	Defense Against Sound Equipment (DASE)
J1	Foreign Instrument Signals Analyst
K2	Non-Morse Analysis (Senior)
M7	Non-Morse Analysis (Intermediate)
N7	Strategic Debriefing & Interrogation
P8	Polygraph Operations
S7	Foreign Counterintelligence (FCI)
S9	Defense Sensor Interpretation & Appl Tng Prog (DSIATP)
T9	Cryptanalysis
U1	Enciphered Signals Traffic Analysis
U2	Unmanned Aerial Vehicle-Short Range (UAV-SR) Repair
Z8	Technical ELINT Collection and Analysis
Civilian	
<i>Career Field</i>	
35	Intelligence
<i>Series¹</i>	
GS-080	Security Administration (Intelligence)
GS-086	Security Clerical and Assistance (Intelligence)
GS-132	Intelligence
GS-134	Intelligence Aid and Clerk
GS-401	General Biological Science (Intelligence)
GS-801	General Engineering (Intelligence)
GS-803	Safety Engineering (Intelligence)
GS-806	Materials Engineering (Intelligence)

Table 1-11
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Intelligence Center and Fort Huachuca (PCP: DCSINT)—Continued

Career fields	Title
GS-810	Civil Engineering (Intelligence)
GS-830	Mechanical Engineering (Intelligence)
GS-850	Electrical Engineering (Intelligence)
GS-855	Electronics Engineering (Intelligence)
GS-858	Biomedical Engineering (Intelligence)
GS-861	Aerospace Engineering (Intelligence)
GS-893	Chemical Engineering (Intelligence)
GS-896	Industrial Engineering (Intelligence)
GS-1040	Language Specialist
GS-1046	Language Clerical
GS-1301	General Physical Science (Intelligence)
GS-1310	Physics (Intelligence)
GS-1320	Chemistry (Intelligence)
GS-1340	Meteorology (Intelligence)
GS-1370	Cartography (Intelligence)
GS-1515	Operations Research (Intelligence)
GS-1520	Mathematics (Intelligence)
GS-1550	Computer Science (Intelligence)
GS-1701	General Education and Training Series
GS-1710	Education and Vocational Training (Intelligence)
GS-1712	Training Instruction (Intelligence)
GS-1801	Polygraph Examiner Career Field
89	Security Equipment Operating Series
<i>Series</i> ² WG-5455	Paper Pulping Machine Operating

Notes:

¹ Special Coordination Instructions: Coordinate with DCSOPS for WO MOS 350L, DCSPER for WO MOS 351B and 351C, U.S. Army Military Police School for WO MOS 351C, Defense Language Institute, and Foreign Language Center for CMF 96 and 98. Other occupational series may be included in CIPMS by virtue of being assigned to an intelligence mission/function. Those occupational series, however, will remain in their original career field, and responsibility for life cycle management remains with the proponent of the respective career field.

² Other occupational series may be included in CIPMS by virtue of being assigned to an intelligence mission/function. Those occupational series, however, will remain in their original career field, and responsibility for life cycle management remains with the proponent of the respective career field.

Table 1-12
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Adjutant General School (PCP: DCSPER)

Career fields	Title
Officer	
<i>Branch</i>	
42	Adjutant General Corps (less AOC 42C)
<i>Functional Area</i>	
41	Personnel Programs Mgmt
<i>SI</i>	
4J	Postal
5T	Equal Opportunity Advisor
Warrant Officer	
<i>Branch</i>	
42	Adjutant General Corps
Enlisted	
<i>CMF</i>	
71	Administration (71L, 75B, 75F, and 75H only)
<i>SQI</i>	
Q	Equal Opp Adv (EOA)
<i>ASI</i>	
E3	Executive Administrative Assistant

Table 1-12
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Adjutant General School (PCP: DCSPER)—Continued

Career fields	Title
F5	Postal Opns
Civilian	
<i>Career Field</i>	
50	Military Personnel Management
<i>Series</i>	
GS-204	Military Personnel Clerical and Technician
GS-205	Military Personnel Management
57	Administrative and Office Support
<i>Series</i>	
GS/NF-302	Messenger ¹
GS/NF-303	Miscellaneous Clerk and Assistant ¹
GS/NF-304	Information Receptionist ¹
GS/NF-305	Mail and File ¹
GS-309	Correspondence Clerk
GS-312	Clerk-Stenographer and Reporter
GS/NF-313	Work Unit Supervising ¹
GS/NF-318	Secretary ¹
GS-319	Closed Microphone Recorder
GS/NF-322	Clerk-Typist ¹
GS-326	Office Automation Clerical and Assistance
GS-340	Program Management Administration
GS/NF-341	Administrative Officer ¹
GS/NF-342	Support Services Administration ¹

Table 1-12
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Adjutant General School (PCP: DCSPER)—Continued

Career fields	Title
GS/NF-350	Support Services administration ¹
GS/NF-356	Data Transcriber ¹

Table 1-12
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Adjutant General School (PCP: DCSPER)—Continued

Career fields	Title
GS-357	Coding

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC concerning GS/NF-302, GS/NF-303, GS/NF-304, GS/NF-305, GS/NF-313, GS/NF-318, GS/NF-322, GS/NF-341, GS/NF-342, GS/NF-350, and GS/NF-356 occupations.

Table 1-13
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Finance School (PCP: ASA(FM))

Career fields	Title
Officer	
<i>Branch</i> 44	Finance Corps
Enlisted	
<i>CMF</i> 71	Administration (73C, 73D, and 73Z only)

Table 1-14
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: The Judge Advocate General

Career fields	Title
Officer	
<i>Branch</i> 55	Judge Advocate General Corps
<i>SI</i> 3D	Government Contract Law Sp
3G	Claims/Litigation Sp
3N	International Law Sp

Warrant Officer

<i>Branch</i> 55	Judge Advocate General Corps
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Enlisted¹

<i>CMF</i> 71	Administration (71D only)
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<i>ASI</i> C5	Court Reporter/Senior Court Reporter
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Civilian

<i>Career Field</i> 56	Law
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<i>Series</i> GS-904	Law Clerk
GS/NF-905	General Attorney ¹
GS-945	Clerk of Court
GS-950	Paralegal Specialist
GS-962	Contract Representative
GS-963	Legal Instrument Examining
GS-986	Legal Clerk and Technician
GS/NF-990	General Claims Examining ¹

Table 1-14
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: The Judge Advocate General—Continued

Career fields	Title
GS-992	Loss and Damage Claims Examining
GS-995	Dependents and Estates Claims Examining
GS-998	Claims Clerical
GS-1202	Patent Technician
GS-1221	Patent Advisor
GS-1222	Patent Attorney

Notes:

¹ Special Coordination Instructions: Coordinate with U.S. Army Adjutant General School concerning training for MOS 71D. Coordinate with CG, USACFSC concerning GS/NF-905 and GS/NF-990 occupations.

Table 1-15
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief of Chaplains

Career fields	Title
Officer	
<i>Branch</i> 56	Chaplain
<i>SI</i> 7E	Chaplain Education and Tng
7F	Pastoral Coordinator
7K	Marriage and Family Ministries
7M	Chaplain Resource Manager
7R	Hospital Ministries

Enlisted

CMF

Table 1–15
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief of Chaplains—Continued

Career fields	Title
71	Administration (71M only)
Civilian	
<i>Career Field</i>	
52	Chaplain
<i>Series</i>	
GS-060	Chaplain
GS-1701	General Education and Training (Religious Ed)
GS-1710	Education and Vocational Training (Religious Ed)
WG-4802	Musical Instrumental Repairing

Table 1–16
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: The Surgeon General

Career fields	Title
Officer	
<i>Branch</i>	
60-62	Medical Corps
63	Dental Corps
64	Veterinary Corps
65	Army Medical Sp Corps
66	Army Nurse Corps
67	Medical Svc Corps
<i>Medical Functional Area</i>	
70	Health Services
71	Laboratory Sciences
72	Preventive Medicine Sciences
73	Behaviorial Sciences
75	Veterinary Services
<i>SI</i>	
7H	Upper Extremity Musculoskeletal Evaluation
7T	Clinical Nurse Specialist
8A	Critical Care Nurse
8D	Midwifery
8E	Nurse Practitioner
8F	Community Health Nursing
8G	Obstetric and Gynecologic Nursing
8I	Clinical Nutrition Specialist
8J	Infection Control
8L	Pediatric Nursing
8T	Blood Banking
8Z	Medical Research, Development, Test and Evaluation
9A	Med Proficiency
9B	Med Proficiency
9C	Med Proficiency
9D	Med Proficiency
9E	Med Proficiency
9F	Microbiology
9G	Immunology
9H	Parasitology
9I	Health Facilities Planner
9T	Veterinary Food Technology
9U	Veterinary Laboratory Medicine
M1	Orthopedic Physician Asst
M2	Emergency Medicine Physician Asst
M3	Aviation Medicine Physician Asst
M4	Critical Care Medicine
M5	Emergency Nursing

Warrant Officer

Table 1–16
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: The Surgeon General—Continued

Career fields	Title
<i>Branch</i>	
60	Medical Corps
64	Veterinary Corps
67	Medical Service Corps
Enlisted	
<i>CMF</i>	
91	Medical ¹
<i>ASI</i>	
M2	Cytology Specialist
M3	Dialysis Specialty
M4	Blood Donor Center Operations
M5	Nuclear Medicine Specialty
M8	Drug and Alcohol Counseling
N3	Occupational Therapy Specialist
N4	Health Physics Specialist
N5	Dental Laboratory Specialist
N9	Physical Therapy Specialty
P1	Orthopedic Specialist
P2	Ear, Nose, and Throat Specialist
P3	Eye Specialist
P9	Biological Sciences Assistant
X2	Preventive Dentistry Specialty
Y6	Cardiovascular Specialist
Y7	Sterile Pharmacy Specialty
Civilian	
<i>Career Field</i>	
53	Medical
<i>Series</i>	
GS/NF-101	Social Science Program Specialist ¹
GS/NF-102	Social Science Aid and Technician ¹
GS-180	Psychology
GS/NF-181	Psychology Aid and Technician ¹
GS/NF-184	Sociology ¹
GS/NF-185	Social Work ¹
GS-301	Misc Admin and Pgm (Military/Civilian Medical Occupational Analyst)
GS-401	General Biological Science
GS-403	Microbiology
GS-404	Biological Technician
GS/NF-405	Pharmacology ¹
GS-410	Zoology
GS-413	Physiology
GS-414	Entomology
GS-440	Genetics
GS-487	Animal Science
GS/NF-493	Home Economics ¹
GS/NF-601	General Health Science ¹
GS-602	Medical Officer
GS-603	Physician's Assistant
GS-610	Nurse
GS-620	Practical Nurse
GS/NF-621	Nursing Assistant ¹
GS-622	Medical Supply Aid and Technician
GS-625	Autopsy Assistant
GS/NF-630	Dietician and Nutritionist ¹
GS-631	Occupational Therapist
GS-633	Physical Therapist
GS-635	Corrective Therapist
GS-636	Rehabilitation Therapy Assistant
GS/NF-638	Recreation/Creative Arts Therapist ¹
GS-640	Health Aid and Technician
GS-642	Nuclear Medicine Technician
GS-644	Medical Technologist
GS-645	Medical Technician
GS-646	Pathology Technician
GS-647	Diagnostic Radiologic Technologist

Table 1-16
Consolidated military and civilian career fields and principal coordination points

Personnel Proponent: The Surgeon General—Continued

Career fields	Title
GS-648	Therapeutic Radiologic Technologist
GS-649	Medical Instrument Technician
GS-651	Respiratory Therapist
GS-660	Pharmacist
GS-661	Pharmacy Technician
GS-662	Optometrist
GS-665	Speech Pathology and Audiology
GS-667	Orthotist and Prosthetist
GS-668	Podiatrist
GS-669	Medical Records Administration
GS-670	Health System Administration
GS-671	Health System Specialist
GS-673	Hospital Housekeeping Management
GS-675	Medical Record Technician
GS/NF-679	Medical Clerk ¹
GS-680	Dental Officer
GS-681	Dental Assistant
GS-682	Dental Hygiene
GS-683	Dental Laboratory Aid and Technician
GS-688	Sanitarian
GS-690	Industrial Hygiene
GS-698	Environmental Health Technician
GS/NF-701	Veterinary Medical Science ¹
GS/NF-704	Animal Health Technician
GS-858	Biomedical Engineering
70	Eyeglass Making and Medical Equipment Repair
<i>Series</i>	
WG-4010	Prescription Eyeglass Making
WG-4805	Medical Equipment Repairing
87	Insect and Animal Work
<i>Series</i>	
WG-5031	Insects Production Working
WG/NA-5048	Animal Caretaking ¹

Notes:

¹ Special Coordination Instructions: CMF 91 proponency and staff action responsibility has been delegated to the Commander, AMEDD Center and School in coordination with the six A

Table 1-17
Consolidated military and civilian career fields and principal coordination points

Personnel Proponent: Commandant, U.S. Army Chemical School (PCP: DCSOPS)

Career fields	Title
Officer	
<i>Branch</i>	
74	Chemical
<i>SI</i>	
5L	NBC Reconnaissance
Enlisted	
<i>CMF</i>	
54	Chemical
<i>ASI</i>	
L1	Master Fox Scout
L5	NBC Reconnaissance

Civilian

Table 1-17
Consolidated military and civilian career fields and principal coordination points

Personnel Proponent: Commandant, U.S. Army Chemical School (PCP: DCSOPS)—Continued

Career fields	Title
<i>Career Field</i>	
83	Chemical Plant and Gas/Radiation Detecting
<i>Series</i>	
WG-5205	Gas and Radiation Detecting
WG-5427	Chemical Plant Operating

Table 1-18
Consolidated military and civilian career fields and principal coordination points

Personnel Proponent: Commandant, U.S. Army Transportation Center and School

Career fields	Title
Officer	
<i>Branch</i>	
88	Transportation Corps
<i>SI</i>	
3S	Unit Air Movements Officer
Warrant Officer	
<i>Branch</i>	
88	Transportation Corps
<i>SQI</i>	
1	Marine Deck Officer
2	Marine Engineering Officer
Enlisted	
<i>CMF</i>	
88	Transportation
<i>ASI</i>	
B1	Rough Terrain Container Handling & Opn

Civilian

<i>Career Field</i>	
24	Transportation
<i>Series</i>	
GS-301	Transportation Administration
GS/NF-346	Logistics Management (Transportation) ¹
GS-2101	Transportation Specialist
GS/NF-2102	Transportation Clerk and Assistant ¹
GS-2130	Traffic Management
GS-2131	Freight Rate
GS-2135	Transportation Loss and Damage Claims Examining
GS-2144	Cargo Scheduling
GS/NF-2150	Transportation Operations ¹
GS/NF-2151	Dispatching ¹
GS-2161	Marine Cargo
74	Transportation Facilitating
<i>Series</i>	
WG-3341	Scale Building, Installing, and Repairing
WG-3543	Stevedoring
WG-3546	Railroad Repairing
WG-3820	Shipfitting
WG-4602	Blocking and Bracing
WG-4716	Railroad Car Repairing
WG-4717	Boat Building and Repairing
WG-5210	Rigging

Table 1-18
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Transportation Center and School—Continued

Career fields	Title
WG-5334	Marine Machinery Mechanic
WG-5424	Weighing Machine Operating
WG/NA-5701	Miscellaneous Mobile Industrial Equipment Operation ¹
WG/NA-5703	Motor Vehicle Operating ¹
WG/NA-5704	Forklift Operating ¹
WG/NA-5705	Tractor Operating ¹
WG-5736	Braking-Switching and Conducting
WG-5737	Locomotive Engineering
WG-5738	Railroad Maintenance

Table 1-18
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Transportation Center and School—Continued

Career fields	Title
WG-5782	Ship Operating
WG-5784	Riverboat Operating
WG-5786	Small Craft Operating
WG-5788	Deckhand

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC concerning GS/NF-346, GS/NF-2102, GS/NF-2150, GS/NF-2151, GS/NA-5701, WG/NA-5703, WG/NA-5704 and WG/NA-5705 occupations.

Table 1-19
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Ordnance Center and School (PCP: DCSLOG)

Career fields	Title
Officer	
<i>Branch</i>	
91	Ordnance ¹
<i>SI</i>	
5J	Tech Escort
Warrant Officer	
<i>Branch</i>	
91	Ordnance ¹
<i>ASI</i>	
6D	PATRIOT Direct Support/General Support Maint Tech
Enlisted	
<i>CMF</i>	
35	Electronic Maintenance and Calibration ¹
55	Ammo
63	Mech Maint ¹
<i>ASI</i>	
C9	MAGIC MAST Maint
H8	Recovery Opns
J5	Tech Escorting
J9	TOW Field Test Set (TFTS), (TOW-Ground)
Civilian	
<i>Career Field</i>	
79	Instrumentation/Optical Working
<i>Series</i>	
WG-2602	Electronic Measurement Equipment Mechanic
WG-3301	Miscellaneous Instrument Maintenance
WG-3306	Optical Instruments Repairing
WG-3314	Instrument Making
WG-3359	Instrument Mechanic
WG-4001	Miscellaneous Optical Work
WG-4005	Optical Element Working
80	Machine Tool Work
<i>Series</i>	
WG/NA-3401	Miscellaneous Machine Tool Work ¹
WG-3414	Machining
WG-3416	Tool Making
WG-3417	Tool Grinding
WG-3422	Power Saw Operating

Table 1-19
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Ordnance Center and School (PCP: DCSLOG)—Continued

Career fields	Title
WG-3428	Die Sinking
WG/NA-3431	Machine Tool Operating ¹
WG-4616	Patternmaking
WG-4714	Model Making
WG/NA-8610	Small Engine Mechanic ¹
81	Metal Processing and Working
<i>Series</i>	
WG-3701	Miscellaneous Metal Processing
WG-3702	Flange/Arc Cutting
WG/NA-3703	Welding ¹
WG-3707	Metallizing
WG-3708	Metal Process Working
WG-3711	Electroplating
WG-3712	Heat Treating
WG-3722	Cold Working
WG-3725	Battery Repairing
WG-3727	Buffing and Polishing
WG-3735	Metal Phototransferring
WG-3741	Furnace Operating
WG-3769	Shot Peening Machine Operating
WG-3801	Miscellaneous Metal Work
WG-3802	Metal Forging
WG/NA-3809	Mobile Equipment Metal Mechanic ¹
WG/NA-3816	Engraving ¹
WG-3858	Metal Tank and Radiator Repairing
WG-3872	Metal Tube Making, Installing, and Repairing
82	General Equipment Maintenance and Fabrication
<i>Series</i>	
WG-3830	Blacksmithing
WG-4255	Fuel Distribution Systems Mechanic
WG/NA-4701	Miscellaneous General Maintenance and Operations Work ¹
WG/NA-4737	General Equipment Mechanic ¹
WG/NA-4801	Miscellaneous General Equipment Maintenance ¹
WG-4804	Locksmithing
WG-4806	Office Appliance Repairing
WG-4807	Chemical Equipment Repairing
WG-4812	Saw Reconditioning
WG-4816	Protective and Safety Equipment Fabricating and Repairing
WG/NA-4840	Tool and Equipment Repairing ¹
WG-4848	Mechanical Parts Repairing
WG-4850	Bearing Reconditioning
WG-4851	Reclamation Working
WG-5201	Miscellaneous Occupations
WG-5301	Miscellaneous Fixed Industrial Equipment Maintenance
WG-5350	Production Machinery Mechanic
WG/NA-5352	Industrial Equipment Mechanic ¹
WG-5364	Door Systems Mechanic
WG-5378	Powered Support Systems Mechanic
WG/NA-5801	Miscellaneous Mobile Industrial Equipment Maintenance ¹
WG/NA-5803	Heavy Mobile Equipment Mechanic ¹
WG/NA-5806	Mobile Equipment Servicing ¹
WG/NA-5823	Automotive Mechanic ¹
WG/NA-5876	Electromotive Equipment Mechanic ¹
90	Ammunition/Explosive and Firepower Work
<i>Series</i>	
WG-6501	Miscellaneous Ammunition, Explosives, and Toxic Materials Work
WG-6502	Explosives Operating
WG-6505	Munitions Destroying
WG-6511	Missile/Toxic Materials Handling
WG-6517	Explosive Test Operating
WG-6601	Miscellaneous Armament Work
WG-6605	Artillery Repairing
WG-6606	Artillery Testing
WG-6610	Small Arms Repairing
WG-6641	Ordnance Equipment Mechanic

Table 1-19**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Commandant, U.S. Army Ordnance Center and School (PCP: DCSLOG)—Continued**

Career fields	Title
WG-6656	Special Weapons Systems Mechanic

Notes:

¹ Special Coordination Instructions: Coordinate with U.S. Army Ordnance Missile and Munitions Center and School for AOC 91D and 91E; WO MOS 910A, 912A and 918A; and CMF 35 and 55; the U.S. Army Air Defense Artillery School for WO MOS 916A and 917A; the U.S. Army Engineer School concerning training and professional development for WO MOS 919A and enlisted MOS 62B; the U.S. Army Armor School for MOS 45D, 45E, 45N, 45T, 63E, 63N, and 63T; and the U.S. Army Field Artillery School for MOS 45D. Coordinate with CG, USACFSC for WG/NA- 3401, WG/NA-3431, WG/NA-8610, WG/NA-3703, WG/NA-3809, WG/NA-3816, WG/NA-4701, WG/NA-4737, WG/NA-4801, WG/NA-4840, WG/NA-5352, WG/NA-5801, WG/NA-5803, WG/NA-5806, WG/NA-5823 and WG/NA-5876 occupations.

Table 1-20**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Commandant, U.S. Army Quartermaster School**

Career fields	Title
Officer	
<i>Branch</i>	
92	Quartermaster Corps
<i>SI</i>	
4V	Mortuary Affairs Off
Warrant Officer	
<i>Branch</i>	
92	Quartermaster
Enlisted	
<i>CMF</i>	
77	Petroleum and Water
92	Sup and Svc
<i>ASI</i>	
B5	Standard Army Maint Sys (SAMS) (TACCS/SAMS)
F3	Corps/Installation Sup Opns Automated
G2	Standard Army Retail Supply System (SARSS 2AD/2AC/2B)
G3	Standard Property Book System Redesign (SPBS-R/TACCS)
H7	Petroleum Veh Opns
T8	Direct Support Unit Standard Supply System (DS4)
Z5	Enlisted Aide
Civilian	
<i>Career Field</i>	
62	Troop Support
<i>Series</i>	
GS/NF-1658	Laundry and Dry Cleaning Plant Management ¹
GS/NF-1667	Steward ¹
GS/NF-2091	Sales Store Clerical ¹
63	Mortuary Affairs
<i>Series</i>	
GS-050	Funeral Directing
GS-1630	Cemetery Administration
78	Troop Support
<i>Series</i>	
WG-3101	Miscellaneous Fabric and Leather Work
WG-3103	Shoe Repairing
WG/NA-3105	Fabric Working ¹
WG/NA-3106	Upholstering ¹
WG/NA-3111	Sewing Machine Operating ¹
WG-4754	Cemetery Caretaking
WG-4841	Window Shade Assembling, Installing, and Repairing
WG/NA-4855	Domestic Appliance Repairing ¹
WG-5310	Kitchen/Bakery Equipment Repairing
WG-5312	Sewing Machine Repairing

Table 1–20**Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Quartermaster School—Continued**

Career fields	Title
WG–5317	Laundry and Dry Cleaning Equipment Repairing
WG–5330	Printing Equipment Repairing
WG–7301	Miscellaneous Laundry and Dry Cleaning
WG/NA–7304	Laundry Working
WG/NA–7305	Laundry Machine Operating
WG–7306	Pressing
WG–7307	Dry Cleaning
WG/NA–7401	Miscellaneous Food Preparation and Serving
WG/NA–7402	Baking
WG/NA–7404	Cooking
WG/NA–7405	Bartending
WG/NA–7407	Meatcutting ¹
WG/NA–7408	Food Service Working ¹
WG/NA–7420	Waiter ¹
WG/NA–7603	Barbering ¹
WG–7641	Beautician
91	Warehousing, Stock Handling, Packing, and Packaging
<i>Series</i>	
WG-5435	Carton/Bag Making Machine Operating
WG–5440	Packaging Machine Operating
WG–5450	Conveying Operating
WG–5473	Oil Reclamation Equipment Operating
WG/NA–6901	Miscellaneous Warehousing ¹
WG–6902	Lumber Handling
WG–6903	Coal Handling
WG/NA–6904	Tools and Parts Attending ¹
WG/NA–6907	Materials Handler ¹
WG–6910	Materials Expediting
WG/NA–6912	Material Sorting and Classifying ¹
WG/NA–6914	Store Working ¹
WG–6968	Aircraft Freight Loading
WG–7001	Miscellaneous Packing and Processing
WG–7002	Packing
WG–7004	Preservation Packaging
WG–7006	Preservation Servicing
WG–7009	Equipment Cleaning
WG–7010	Parachute Packing

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF- 1658, GS/NF–1667, GS/NF–2091, WG/NA–3105, WG/NA–3106, WG/NA–3111, WG/NA–4855, WG/NA–7304, WG/NA–7305, WG/NA–7401, WG/NA–7402, WG/NA–7404, WG/NA–7405, WG/NA–7407, WG/NA–7408, WG/NA–7420, WG/NA–7603, WG/NA–6901, WG/NA–6904, WG/NA–6907, WG/NA–6912, and WG/NA–6914 occupations.

Table 1–21**Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Assistant Secretary of the Army (FM)**

Career fields	Title
Officer	
<i>Functional Area</i>	
45	Comptroller (FM)
Civilian	
<i>Career Field</i>	
11	Comptroller
<i>Series</i>	
GS-110	Economist
GS-301	Miscellaneous Administration and Program
GS-343	Management and Program Analysis
GS-344	Management Clerical and Assistance (Financial)
GS-359	Electric Accounting Machine Operation
GS-362	Electric Accounting Machine Project Planning
GS/NF-501	Financial Administration and Program (F&AO) ¹
GS/NF-503	Financial Clerical and Assistance ¹
GS/NF-505	Financial Management ¹

Table 1–21
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Assistant Secretary of the Army (FM)—Continued

Career fields	Title
GS/NF-510	Accounting ¹
GS/NF-511	Auditing ¹
GS/NF-525	Accounting Technician ¹
GS/NF-530	Cash Processing ¹
GS-540	Voucher Examining
GS/NF-544	Civilian Pay ¹
GS-545	Military Pay
GS/NF-560	Budget Analysis ¹
GS/NF-561	Budget Clerical and Assistance ¹
GS/NF-590	Time and Leave ¹
GS-599	Accounting Student Trainee
GS-896	Industrial Engineering (Financial)
GS/NF-1160	Financial Analysis ¹
GS-1515	Operations Research (Cost Analysis)
GS-1520	Mathematics
GS/NF-1530	Statistician ¹

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-501, GS/NF-503, GS/NF-505, GS/NF-510, GS/NF-511, GS/NF-525, GS/NF-530, GS/NF-544, GS/NF-560, GS/NF-561, GS/NF-590, GS/NF-1160, and GS/NF-1530 occupations.

Table 1–22
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief of Public Affairs

Career fields	Title
Officer	
<i>Functional Area</i> 46	Public Affairs ¹
Enlisted	
<i>CMF</i> 46	Public Affairs
Civilian	
<i>Career Field</i> 22	Public Affairs and Communications Media
<i>Series</i> GS/NF-1035	Public Affairs

Notes:

¹ Special Coordination Instructions: Coordinate with the Defense Information School concerning training for FA 46 and MOS 46Q, 46R, and 46Z and Officer Functional Area 46.

Table 1–23
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Superintendent, United States Military Academy

Career fields	Title
Officer	
<i>Functional Area</i> 47	USMA Permanent Faculty

Table 1–24
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Deputy Chief of Staff for Operations and Plans

Career fields	Title
Officer	
<i>Functional Area</i>	
48	Foreign Area Officer
<i>SI</i>	
3R	Force Management
4S	Attache
6Z	Strategist
Civilian	
<i>Career Field</i>	
60	Foreign Affairs
<i>Series</i>	
GS-130	Foreign Affairs
GS-131	International Relations

Table 1–25
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, TRADOC Research Analysis Command

Career fields	Title
Officer	
<i>Functional Area</i>	
49	Ops Research/Sys Analysis
<i>SI</i>	
4B	Ops Research/Sys Analysis

Table 1–26
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Combined Arms Center

Career fields	Title
Officer	
<i>Functional Area</i>	
54	Ops, Plans, and Tng ¹
<i>SI</i>	
3A	Joint Duty Assignment
3H	Joint Planner
3K	Joint Command, Control and Communication (C3)
3L	Joint Specialty Officer
Enlisted	
<i>SQI</i>	
N	Joint Planner
<i>ASI</i>	
A3	Force Dev (TAADS)
Q8	Tac Air Opns

Notes:
¹ PCP: DCSOPS.

Table 1–27
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Assistant Secretary of the Army (RDA)

Career fields	Title
Officer	
<i>Functional Area</i>	
51	Research Development and Acquisition
53	Systems Automation AOC
53B	(Systems Automation Engineering) AOC
53C	(Systems Automation Acquisition)
97	Contracting and Industrial Mgmt
<i>SI</i>	
4M	Army Acquisition Corps Candidate Officer
4Z	Certified Army Acquisition Corps Officer
6X	Army Research Associates Program
Warrant Officer	
<i>SQI</i>	
Z	RDTE Tech
Civilian	
<i>Career Field</i>	
14	Contracting and Acquisition
<i>Series</i>	
GS-246	Contractor Industrial Relations
GS-1101	General Business and Industry
GS-1103	Industrial Property Management
GS/NF-1106	Procurement Clerical and Assistance ¹
GS-1150	Industrial Specialist
GS-1199	Business and Industry Student Trainee

Notes:
¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/ NF-1106 occupations.

Table 1–28
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Recruiting and Retention School (PCP: DCSPER; plus USAREC for MOS 79R and MOS 79S)

Career fields	Title
Enlisted	
<i>CMF</i> 79	Recruiting & Career Counselor
<i>SQI</i> 4	Non-Career Recruiter
<i>ASI</i> 4R V7	Transition NCO Guidance Counseling

Table 1–29
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief, Army Bands

Career fields	Title
Officer	
<i>Branch</i> 42	Adjutant General Corps (AOC 42C only)
Warrant Officer	
<i>Branch</i>	

Table 1–32
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: The Inspector General

Career fields	Title
Officer	
<i>SI</i> 5N	Inspector General
Civilian	
<i>Career Field</i> 55	General Inspection, Investigation, and Compliance
<i>Series</i> GS-1801	General Inspection, Investigation, and Compliance (Inspector General)

Table 1–29
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief, Army Bands—Continued

Career fields	Title
42	Adjutant General Corps
Enlisted	
<i>CMF</i> 97	Bands
<i>ASI</i> C1	MACOM Band Qualified

Table 1–30
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Space Command

Career fields	Title
Officer	
<i>SI</i> 3Y	Space activities

Table 1–31
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Recruiting Command

Career fields	Title
Officer	
<i>SI</i> 4T	Recruiting Officer (RO)

Table 1–33
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: U.S. Army Training and Doctrine Command (PCP: DCSOPS)

Career fields	Title
Officer	
<i>SI</i>	
5K	Instructor
7Q	Trng Development
Warrant Officer	
<i>SI</i>	
8	Instructor
Enlisted	
<i>SQI</i>	
2	Trng Dev
H	Instructor
Civilian	
<i>Career Field</i>	
32	Training ¹
<i>Series</i>	
GS/NF-301	Miscellaneous Administration and Program
GS/NF-1701	General Education and Training (Training)
GS/NF-1702	Education and Training Technician
GS/NF-1710	Education and Vocational Training (Training)
GS/NF-1712	Training Instruction
GS/NF-1750	Instructional Systems
WG/NA-4715	Exhibits Making/Modeling

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-301, GS/NF-1701, GS/NF-1702, GS/NF-1710, GS/NF-1712, GS/NF-1750, and WG/NA-4715 occupations.

Table 1–34
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Deputy Chief of Staff for Logistics

Career fields	Title
Officer	
<i>SI</i>	
4P	Security Assistant
Civilian	
<i>Career Field</i>	
13	Supply Management
<i>Series</i>	
GS-301	Miscellaneous Administration and Program
GS-340	Program Management
GS/NF-346	Logistics Management (Supply)
GS/NF-2001	General Supply ¹
GS/NF-2003	Supply Program Management ¹
GS/NF-2005	Supply Clerical and Technician ¹
GS/NF-2010	Inventory Management ¹
GS/NF-2030	Distribution Facilities and Storage Management ¹
GS-2032	Packaging
GS-2050	Supply Cataloging
GS-2099	Supply Student Trainee
17	Materiel Maintenance Management
<i>Series</i>	
GS-301	Miscellaneous Administration and Program (Materiel Maintenance)
GS-340	Program Management (Materiel Maintenance)
GS-346	Logistics Management (Materiel Maintenance) ¹
GS-802	Engineering Technician (Materiel Maintenance)
GS-856	Electronics Technician (Materiel Maintenance)

Table 1–34
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Deputy Chief of Staff for Logistics—Continued

Career fields	Title
GS–895	Industrial Engineering Technician (Materiel Maintenance)
GS–1101	General Business and Industry (Materiel Maintenance)
GS–1152	Production Control (Materiel Maintenance)
GS–1601	General Facilities and Equipment (Materiel Maintenance)
GS/NF–1670	Equipment Specialist ¹
GS–1699	Equipment and Facilities Management Student Trainee

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF- 346, GS/NF–2001, GS/NF–2003, GS/NF–2005, GS/NF–2010, GS/NF–2030, and GS/NF-1670 occupations.

Table 1–35
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Total Army Personnel Command

Career fields	Title
Officer	
<i>SI</i> 6M	Mobilization and Demobilization Operations
Warrant Officer	
<i>ASI</i> 6M	Mobilization and Demobilization Operations
Enlisted	
<i>SQI</i> 6	Mobilization and Demobilization Operations
<i>ASI</i> Y1	Transition
<i>Y2</i>	Transition

Table 1–36
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Deputy Chief of Staff, Intelligence

Career fields	Title
Enlisted	
<i>SQI</i> L	Linguist

Table 1–37
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Sergeants Major Academy

Career fields	Title
Enlisted	
<i>SQI</i> M	First Sergeant
<i>ASI</i> 2S	Battle Staff Opns

Table 1–38
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Director, U.S. Army Nuclear and Chemical Agency

Career fields	Title
Officer	
<i>Functional Area</i> 52	Nuclear Research and Operations

Table 1–39
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Chief of Military History (PCP: DAS)

Career fields	Title
Officer	
<i>SI</i> 5X	Military Historian
Civilian	
<i>Career Field</i> 61	History
<i>Series</i> GS-170	History
GS/NF–1010	Exhibits Specialist ¹
GS–1015	Museum Curator
GS–1016	Museum Specialist and Technician

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-1010 occupation.

Table 1–40
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Deputy Chief of Staff for Personnel

Career fields	Title
Enlisted	
<i>ASI</i> 4A	Reclassification Training ¹
Civilian	
<i>Career Field</i> 31	Education Services
<i>Series</i> GS-1701	General Education and Training (Education Services)
GS–1710	Education and Vocational Training (Education Services)
GS–1715	Vocational Rehabilitation
GS–1740	Education Services
GS–1799	Education Student Trainee

Table 1–41
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Safety Center

Career fields	Title
Civilian	
<i>Career Field</i>	
12	Safety and Occupational Health Management
<i>Series</i>	
GS-018	Safety and Occupational Health Management
GS-019	Safety Technician
GS-081	Fire Protection and Prevention
GS-803	Safety Engineering
GS-804	Fire Protection Engineering
GS-1306	Health Physics
GS-1815	Air Safety Investigating

Table 1–42
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Materiel Command (PCP: ASA(RDA))

Career fields	Title
Civilian	
<i>Career Field</i>	
15	Quality and Reliability Assurance
<i>Series</i>	
GS-1910	Quality Assurance (Other than Ammunition Surveillance)
GS-1999	Quality Inspection Student Trainee
16	Engineers and Scientists (Non-Construction)
<i>Series</i>	
GS-062	Clothing Design (Non-construction)
GS-150	Geography (Non-construction)
GS-180	Psychology (Non-construction)
GS-401	General Biological Science (Non-construction)
GS-403	Microbiology (Non-construction)
GS-405	Pharmacology (Non-construction)
GS-408	Ecology (Non-construction)
GS-410	Zoology (Non-construction)
GS-413	Physiology (Non-construction)
GS-414	Entomology (Non-construction)
GS-430	Botany (Non-construction)
GS-434	Plant Pathology
GS-435	Plant Physiology
GS-437	Horticulture (Non-construction)
GS-487	Animal Science (Non-construction)
GS-493	Home Economics (Non-construction)
GS-499	Biological Science Student Trainee
GS-602	Medical Officer (Non-construction)
GS-801	General Engineering (Non-construction)
GS-802	Engineering Technician (Non-construction)
GS-806	Materials Engineering (Non-construction)
GS/NF-810	Civil Engineering ¹
GS-819	Environmental Engineering (Non-construction)
GS-830	Mechanical Engineering (Non-construction)
GS-840	Nuclear Engineering (Non-construction)
GS-850	Electrical Engineering (Non-construction)
GS-854	Computer Engineering (Non-construction)
GS-855	Electronic Engineering (Non-construction) ¹
GS/NF-856	Electronics Technician (Non-construction) ¹
GS-858	Biomedical Engineering (Non-construction)
GS-861	Aerospace Engineering
GS-871	Naval Architecture (Non-construction)
GS-892	Ceramic Engineering
GS-893	Chemical Engineering (Non-construction)
GS-894	Welding Engineering
GS-895	Industrial Engineering Technician (Non-construction)
GS-896	Industrial Engineering (Non-construction)
GS-1301	General Physical Science (Non-construction)

Table 1-42**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Commander, U.S. Army Materiel Command (PCP: ASA(RDA))—Continued**

Career fields	Title
GS-1306	Health Physics (Non-construction)
GS-1310	Physics (Non-construction)
GS-1311	Physical Science Technician (Non-construction)
GS-1313	Geophysics (Non-construction)
GS-1320	Chemistry (Non-construction)
GS-1321	Metallurgy
GS-1340	Meteorology
GS-1341	Meteorology Technical
GS-1382	Food Technology
GS-1384	Textile Technology
GS-1399	Physical Science Student Trainee
GS/NF-1515	Operations Research (Non-construction) ¹
GS-1520	Mathematics (Non-construction)
GS-1521	Mathematics Technician
GS-1529	Mathematics Statistician (Non-construction)
GS-1530	Statistician
GS/NF-1531	Statistical Assistant ¹
GS-1550	Computer Science (Non-construction)
GS-1599	Mathematical Science Student Trainee
WG-4745	Research Laboratory Mechanic
33	Ammunition Management ²
<i>Series</i>	
GS-301	Miscellaneous Administration and Program (AMMO)
GS-340	Program Management (AMMO)
GS-346	Logistics Management (AMMO)
GS-802	Engineering Technician (AMMO)
GS-895	Industrial Engineering Technician (AMMO)
GS-1101	General Business and Industry (AMMO)
GS-1150	Industrial Specialist (AMMO)
GS-1152	Production Control (AMMO)
GS-1601	General Facilities and Equipment (AMMO)
GS-1670	Equipment Specialist (AMMO)
GS-2001	General Supply (AMMO)
GS-2003	Supply Program Management (AMMO)
GS-2010	Inventory Management (AMMO)
GS-2030	Distribution Facilities and Storage Management (AMMO)
GS-2050	Supply Cataloging (AMMO)
GS-2101	Transportation Specialist (AMMO)
GS-2130	Traffic Management (AMMO)
71	Laboratory Work
<i>Series</i>	
WG-3511	Laboratory Working
WG-3515	Laboratory Support Working
WG-5235	Test Range Tracking
WG-5335	Wind Tunnel Mechanic

Notes:

¹ Special Coordination Instructions: Coordinate with Information Systems Command and Director of Information Systems for Command, Control, Communications, and Computers on occupations 855 and 856. Coordinate with CG, USACFSC for GS/NF-810, GS/NF-856, GS/NF-1515 and GS/NF-1531.

² Special Coordination Instructions: Coordinate with the U.S. Army Defense Ammo Ctr & School (USADAC) for Career Field 33.

Table 1-43**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Commander, U.S. Army Corps of Engineers**

Career fields	Title
Civilian	
<i>Career Field</i>	
18	Engineers and Scientists (Resources and Construction)
<i>Series</i>	
GS-020	Community Planning
GS-021	Community Planning Technician
GS-023	Outdoor Recreation Planning
GS-025	Park Ranger

Table 1-43**Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Corps of Engineers—Continued**

Career fields	Title
GS-026	Park Technician
GS-028	Environmental Protection Specialist
GS-029	Environmental Protection Assistant
GS-090	Guide
GS-101	Social Sciences (Water Resource Mgt)
GS-110	Economist
GS-119	Economist Assistant
GS-150	Geography
GS-184	Sociology (Construction)
GS-190	General Anthropology (Construction)
GS-193	Archeology (Construction)
GS-340	Program Management
GS-401	General Biological Science (Construction)
GS-408	Ecology (Construction)
GS-414	Entomology (Construction)
GS-430	Botany (Construction)
GS-437	Horticulture (Construction)
GS-454	Range Conservation
GS-455	Range Technician
GS-457	Soil Conservation
GS-458	Soil Conservation Technician
GS-460	Forestry
GS-462	Forestry Technician
GS-470	Soil Science
GS-471	Agronomy
GS-480	General Fish and Wildlife Administration
GS-482	Fishery Biology
GS-486	Wildlife Biology
GS-499	Biological Science Student Trainee
GS/NF-801	General Engineering (Construction) ¹
GS/NF-802	Engineering Technician (Construction) ¹
GS-804	Fire Protection Engineering (Construction)
GS-806	Materials Engineering (Construction)
GS-807	Landscape Architecture
GS-808	Architecture
GS/NF-809	Construction Control ¹
GS/NF-810	Civil Engineering
GS-817	Surveying Technician
GS/NF-818	Engineering Drafting ¹
GS/NF-819	Environmental Engineering (Construction) ¹
GS/NF-830	Mechanical Engineering (Construction) ¹
GS-840	Nuclear Engineering (Construction)
GS/NF-850	Electrical Engineering (Construction) ¹
GS-855	Electronics Engineering (Construction)
GS-871	Naval Architecture (Construction)
GS-873	Ship Surveying
GS-880	Mining Engineering
GS-881	Petroleum Engineering
GS-893	Chemical Engineering (Construction)
GS-895	Industrial Engineering Technician
GS-896	Industrial Engineering (Construction)
GS-899	Engineering and Architecture Student Trainee
GS-1008	Interior Design
GS-1130	Public Utilities Specialist
GS/NF-1176	Building Management (Construction) ¹
GS-1301	General Physical Science (Construction)
GS-1310	Physics (Construction)
GS-1313	Geophysics (Construction)
GS-1315	Hydrology
GS-1316	Hydrologic Technician
GS-1320	Chemistry (Construction)
GS-1330	Astronomy and Space Science
GS-1350	Geology
GS-1360	Oceanography
GS-1361	Navigational Information
GS-1370	Cartography
GS-1371	Cartographic Technician
GS-1372	Geodesy
GS-1373	Land Surveying
GS-1374	Geodetic Technician
GS-1399	Physical Science Student Trainee
GS-1520	Mathematics (Construction)
GS-1529	Mathematical Statistician (Construction)

Table 1-43
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commander, U.S. Army Corps of Engineers—Continued

Career fields	Title
GS-1599	Mathematical Science Student Trainee
GS/NF-1601	General Facilities and Equipment (Construction) ¹
GS/NF-1640	Facility Management ¹
58	Real Estate
<i>Series</i>	
GS-1170	Realty
GS-1171	Appraising and Assessing

Notes:
¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF- 801, GS/NF-802, GS/NF-809, GS/NF-810, GS/NF-818, GS/NF-819, GS/NF-830, GS/NF-850, GS/NF-1176, GS/NF-1601, and GS/NF-1640.

Table 1-44
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Defense Ammunition Center and School (PCP: AMC)

Career fields	Title
Civilian	
<i>Career Field</i>	
20	Quality Assurance Specialist (Ammunition Surveillance)
<i>Series</i>	
GS-1910	Quality Assurance (Ammo Surveillance)

Table 1-45
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Director of Information Systems for Command, Control, Communications and Computers

Career fields	Title
Officer	
<i>SI</i>	
4K	Artificial Intel
4R	Robotics
Civilian	
<i>Career Field</i>	
34	Information Mission Area
<i>Series</i>	
GS-301	Miscellaneous Admin and Program (Info Mgt)
GS-301	Miscellaneous Admin and Program (Records Mgt)
GS/NF-332	Computer Operation ¹
GS/NF-334	Computer Specialist ¹
GS/NF-335	Computer Clerk and Assistant ¹
GS-342	Support Services Admin (Records Mgt)
GS-343	Management and Program Analysis (Records Mgt)
GS-344	Management Clerical and Assistance (Records Mgt)
GS-351	Printing Clerical
GS/NF-382	Telephone Operating ¹
GS-385	Teletypist
GS-388	Cryptographic Equipment Operation
GS-389	Radio Operating
GS-390	Communications Relay Operation
GS/NF-391	Telecommunications ¹
GS-392	General Communications
GS-394	Communications Clerical
GS/NF-1001	General Arts and Information ¹
GS/NF-1020	Illustrating ¹
GS/NF-1021	Office Drafting ¹
GS/NF-1060	Photography ¹
GS/NF-1071	Audio-Visual Production ¹

Table 1-45**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Director of Information Systems for Command, Control, Communications and Computers—Continued**

Career fields	Title
GS-1082	Writing and Editing
GS-1083	Technical Writing and Editing
GS/NF-1084	Visual Information ¹
GS-1087	Editorial Assistance
GS-1099	Information and Arts Student Trainee
GS-1386	Photographic Technology
GS/NF-1410	Librarian ¹
GS/NF-1411	Library Technician ¹
GS-1412	Technical Information Services
GS-1420	Archivist
GS-1421	Archives Technician
GS-1550	Computer Science
GS-1654	Printing Management
WG-2501	Miscellaneous Wire Communications Equip Installation and Maint
WG/NA-2502	Telephone Mechanic ¹
WG/NA-2504	Wire Communicaitons Cable Splicing ¹
WG/NA-2508	Communications Line Installing and Repairing ¹
WG-2511	Wire Communications Equipment Installing and Repairing
WG-2601	Miscellaneous Electronic Equip Installation and Maint
WG/NA-2604	Electronics Mechanic ¹
WG-2606	Electronic Industrial Controls Mechanic
WG-2608	Digital Computer Mechanic
WG-2610	Electronic Integrated Systems Mechanic
WG-3364	Projection Equipment Repairing
WG-3736	Circuit Board Making
WG-3901	Misc Motion Picture, Radio, Television, and Sound Recording
WG-3910	Motion Picture Projecting
WG-3911	Sound Recording Equipment Operating
WG-3919	Television Equipment Operating
WG-3940	Broadcasting Equipment Operating
WG-3941	Public Address Equipment Operating
WG-4401	Miscellaneous Printing and Reproduction
WG-4402	Bindery Machine Operator
WG-4403	Hand Composing
WG-4405	Film Assembly-Stripping
WG-4406	Letterpress Operating
WG-4407	Linotype Machine Operating
WG-4414	Offset Photography
WG-4416	Platemaking
WG/NA-4417	Offset Press Operating ¹
WG-4419	Silk Screen Making and Printing
WG-4422	Dot Etching
WG-4441	Bookbinding
WG-9003	Film Assembling and Repairing
WG-9004	Motion Picture Developing/Printing Machine Operating
WG-9055	Photographic Solution Mixing

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-332, GS/NF-334, GS/NF-335, GS/NF-382, GS/NF-391, GS/NF-1001, GS/NF-1020, GS/NF-1021, GS/NF-1060, GS/NF-1071, GS/NF-1084, GS/NF-1410, GS/NF-1411, WG/NA-2502, WG/NA-2504, WG/NA-2508, WG/NA-2604 and WG/NA-4417 occupations.

Table 1-46**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Assistant Secretary of the Army (Manpower and Reserve Affairs)**

Career fields	Title
Civilian	
<i>Career Field</i>	
10	Civilian Personnel Administration
<i>Series</i>	
GS/NF-201	Personnel Management ¹
GS/NF-203	Personnel Clerical and Assistance ¹
GS/NF-212	Personnel Staffing ¹
GS/NF-221	Position Classification ¹
GS-222	Occupational Analysis
GS/NF-223	Salary and Wage Administration ¹
GS/NF-230	Employee Relations ¹

Table 1-46**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Assistant Secretary of the Army (Manpower and Reserve Affairs)—Continued**

Career fields	Title
GS-233	Labor Relations
GS/NF-235	Employee Development ¹
GS-270	Employee Benefits Specialist
GS-299	Personnel Management Student Trainee
26	Manpower and Force Management Series
<i>Series</i>	
GS-301	Miscellaneous Administration and Program (Manpower and Force Management)
GS-343	Management and Program Analysis (Manpower and Force Management)
GS-344	Management Clerical and Assistance (Manpower and Force Management)
GS-896	Industrial Engineering (Manpower and Force Management)
28	Equal Employment Opportunity
<i>Series</i>	
GS-160	Civil Rights Analysis
GS-260	Equal Employment Opportunity
GS-360	Equal Opportunity Compliance
GS-361	Equal Opportunity Assistant

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-201, GS/NF-203, GS/NF-212, GS/NF-221, GS/NF-223, GS/NF-230, and GS/NF-235 occupations.

Table 1-47**Consolidated military and civilian career fields and principal coordination points****Personnel Proponent: Commander, U.S. Army Community and Family Support Center (PCP: DCSPER)**

Career fields	Title
Civilian	
<i>Career Field</i>	
51	Morale, Welfare, and Recreation
<i>Series</i>	
GS/NF-030	Sports Specialist
GS/NF-101	Social Science Program Specialist (MWR)
GS/NF-102	Social Aide and Technician (MWR)
GS/NF-185	Social Science Worker (MWR)
GS/NF-186	Social Services Aid and Assistant
GS/NF-187	Social Services
GS/NF-188	Recreation Specialist
GS/NF-189	Recreation Aid and Assistant
GS/NF-301	Miscellaneous Admin and Pgm (MWR)
GS/NF-340	Program Management (MWR)
GS/NF-343	Management and Program Analysis (MWR)
GS/NF-501	Financial Admin and Pgm (MWR)
GS/NF-505	Financial Mgmt (MWR)
GS/NF-560	Budget Analysis (MWR)
GS/NF-561	Budget Clerical and Assistance (MWR)
GS/NF-1001	General Arts and Information (MWR)
GS/NF-1051	Music Specialist
GS/NF-1054	Theater Specialist
GS/NF-1056	Art Specialist
GS/NF-1101	General Business and Industry (MWR)
GS/NF-1102	Contract and Procurement (MWR)
GS/NF-1105	Purchasing (MWR)
GS/NF-1160	Financial Analysis
GS/NF-1701	General Education and Training (MWR)
GS/NF-1702	Education and Training Tech (MWR)
GS/NF-1710	Education and Vocational Tng (MWR)
WG/NA-4819	Bowling Equipment Repairing
WG/NA-7405	Bartending

Table 1-48
Consolidated military career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Logistics Management College
(PCP: AMC)

Career fields	Title
Civilian	
<i>Career Field</i> 66	Disposal Management
<i>Series</i> GS-1104	Property Disposal
GS-1107	Property Disposal Clerical and Technician

Table 1-49
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, U.S. Army Depot Systems Command (PCP: AMC)

Career fields	Title
Civilian	
<i>Career Field</i> 72	Rubber, Plastic, and Glass Work
<i>Series</i> WG-4301	Miscellaneous Plastic Work
WG-4351	Plastic Molding Equipment Operating
WG-4352	Plastic Fabricating
WG-4360	Rubber Products Molding
WG-4361	Rubber Equipment Repairing
WG-4370	Glassblowing
WG-4373	Molding
WG-4374	Core Making
88	Equipment Operating
<i>Series</i> WG-5423	Sandblasting
WG-5439	Testing Equipment Operating
WG-5478	Portable Equipment Operating
92	Tank Driving
<i>Series</i> WG-5707	Tank Driving

Table 1-50
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Assistant Chief of Staff for Installation Management

Career fields	Title
Officer	
<i>SI</i> 6Y	Installation Management (IM)
Civilian	
<i>Career Field</i> 27	Housing Management
<i>Series</i> GS-301	Miscellaneous Administration and Program (Housing Management)
GS/NF-1173	Housing Management ¹
29	Installation Management

Table 1-50
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Assistant Chief of Staff for Installation Management—Continued

Career fields	Title
<i>Series</i>	
GS-301	Miscellaneous Administration and Program (Installation Management/Base Operations)
GS-340	Executive Assistant (Base Operations)

Notes:

¹ Special Coordination Instructions: Coordinate with CG, USACFSC for GS/NF-1173.

Table 1-51
Consolidated military and civilian career fields and principal coordination points
Personnel Proponent: Commandant, Ordnance Missile and Munition Center and School

Career fields	Title
Warrant Officer	
<i>ASI</i>	
6D	Patriot Direct Support/General Support Maintenance Technician
Enlisted	
<i>ASI</i>	
A7	Tactical Fire Direction (TACFIRE) Systems Maintenance
D7	Secondary Reference Laboratory Maintenance
Y5	TEMPEST Inspection
8A	Identification Friend or Foe (IFF) Repairer

Table 1-52
Officer immaterial, branch, functional, medical functional areas, and skills

Code	Title	Personnel Proponent
01A	Branch Immaterial	Commander General, U.S. Army Soldier Support Institute
02A	Combat Arms Immaterial	Commander, U.S. Army Combined Arms Center
04A	Personnel Immaterial	Commandant, U.S. Army Adjutant General School
Branch		
11	Infantry	Commandant U.S. Army Infantry School
12	Armor	Commandant, U.S. Army Armor School
13	Field Artillery	Commandant, U.S. Army Field Artillery School
14	Air Defense Artillery	Commandant, U.S. Army Air Defense Artillery School
15	Aviation	Commander, U.S. Army Aviation Center
18	Special Forces	Commandant, U.S. Army JFK Special Warfare Center and School
21	Corps of Engineers	Commandant, U.S. Army Engineer School
25	Signal Corps	Commandant, U.S. Army Signal Center and School
31	Military Police	Commandant, U.S. Army Military Police School
35	Military Intelligence	Commander, U.S. Army Intelligence Center and Fort Huachuca
38	Civil Affairs (RC Only)	Commandant, U.S. Army JFK Special Warfare Center and School
42	Adjutant General's Corps	Commandant, U. S. Army Adjutant General School
44	Finance Corps	Commandant, U.S. Army Finance School
55	Judge Advocate General's Corps	The Judge Advocate General
56	Chaplain	Chief of Chaplains
60-62	Medical Corps	The Surgeon General
63	Dental Corps	The Surgeon General
64	Veterinary Corps	The Surgeon General
65	Army Medical Specialist Corps	The Surgeon General
66	Army Nurse Corps	The Surgeon General
67	Medical Service Corps	The Surgeon General
74	Chemical	Commandant, U.S. Army Chemical School
88	Transportation Corps	Commandant, U.S. Army Transportation School
91	Ordnance	Commandant, U.S. Army Ordnance Center and School
92	Quartermaster Corps	Commandant, U.S. Army Quartermaster School

Table 1-52

Officer immaterial, branch, functional, medical functional areas, and skills—Continued

Code	Title	Personnel Proponent
Functional Area		
35	Military Intelligence (for use with AOC 15C only)	Commander, U.S. Army Intelligence Center and Fort Huachuca
39	Psychological Operations and Civil Affairs	Commander, U.S. Army JFK Special Warfare Center and School
41	Personnel Programs Management	Commander, U.S. Army Adjutant General School
45	Comptroller	Assistant Secretary of the Army (FM)
46	Public Affairs	Chief of Public Affairs
47	USMA Permanent Faculty	Superintendent, U.S. Military Academy
48	Foreign Area Officer	Deputy Chief of Staff for Operations and Plans
49	Operations Research/Systems Analysis	TRADOC Analysis Command
51	Research, Development & Acquisition	Assistant Secretary of the Army (RDA)
52	Nuclear Research and Operations	Director, U.S. Army Nuclear and Chemical Agency
53	Systems Automation	Commandant, U.S. Army Signal Center and School
54	Operations, Plans and Training	Commander, U.S. Army Combined Arms Center
90	Logistics	Commander, U.S. Army Combined Arms Support Command
97	Contracting and Industrial Management	Assistant Secretary of the Army (RDA) Medical Functional Area
Medical Functional Area		
70	Health Services	The Surgeon General
71	Laboratory Science	The Surgeon General
72	Preventive Medicine Science	The Surgeon General
73	Behavioral Sciences	The Surgeon General
75	Veterinary Services	The Surgeon General
SI		
3A	Joint Duty Assignment	Commander, U.S. Army Combined Arms Center
3D	Government Contract Law Specialist	The Judge Advocate General
3E	Tactical Exploitation of National Capabilities (TENCAP)	Commander, U.S. Army Intelligence Center and Fort Huachuca
3G	Claims/Litigation Specialist	The Judge Advocate General
3H	Joint Planner	Commander, U.S. Army Combined Arms Center
3I	Strength Management Officer	Office Chief Army Reserves
3J	M1A2 ABRAMS Tank	Commandant, U.S. Army Armor School
3K	Joint Command, Control and Communications (C3)	Commander, U.S. Army Combined Arms Center
3L	Joint Specialty Officer	Commander, U.S. Army Combined Arms Center
3M	M1/M1A1 ABRAMS Tank	Commandant, U.S. Army Armor School
3N	International Law Specialist	The Judge Advocate General
3Q	Strategic Debriefing and Interrogator	Commander, U.S. Army Intelligence Center and Fort Huachuca
3R	Force Management	Assistant Secretary of the Army (M&RA)
3S	Unit Air Movements Officer	Commandant, U.S. Army Transportation School
3W	NSA Junior Officer Cryptologic Career Program	Commander, U.S. Army Intelligence Center and Fort Huachuca
3X	M2 BRADLEY Infantry Fighting Vehicle/M3 Cavalry Fighting Vehicle	Commandant, U.S. Army Infantry School
3Y	Space Activities	Commander, U.S. Army Space Command
3Z	Mortar Unit Officer	Commandant, U.S. Army Infantry School
4B	Operations Research/Systems Analysis	TRADOC Research Analysis Command
4H	Branch Automation Officer	Commander, U.S. Army Signal Center and School
4J	Postal	Commandant, U.S. Army Adjutant General School
4K	Artificial Intelligence	Director of Information Systems for Command, Control, Communications and Computers
4M	Army Acquisition Corps Candidate Officer	Assistant Secretary of the Army (RDA)
4P	Security Assistance	Deputy Chief of Staff for Logistics
4R	Robotics	Director of Information Systems for Command, Control, Communications and Computers
4S	Attache	Deputy Chief of Staff for Operations
4T	Recruiting Officer (RO)	Commander, U.S. Army Recruiting Command
4V	Mortuary Affairs Officer	Commandant, U.S. Army Quartermaster School
4W	Underwater Special Operations	Commandant, U.S. Army JFK Special Warfare Center and School
4X	Military Free Fall Special Operations	Commandant, U.S. Army JFK Special Warfare Center and School
4Z	Certified Army Acquisition Corps Officer	Assistant Secretary of the Army (RDA)
5B	Visual Information	Commandant, U.S. Army Signal Center and School
5D	Radio Frequency Manager	Commandant, U.S. Army Signal Center and School
5H	Nuclear Chemical Target Analyst	Commandant, U.S. Army Field Artillery School
5J	Technical Escort	Commandant, U.S. Army Ordnance Center and School
5K	Instructor	Commander, U.S. Army Training and Doctrine Command

Table 1-52

Officer immaterial, branch, functional, medical functional areas, and skills—Continued

Code	Title	Personnel Proponent
5L	NBC Reconnaissance	Commandant, U.S. Army Chemical School
5N	Inspector General	The Inspector General
5P	Parachutist	Commandant, U.S. Army Infantry School
5Q	Pathfinder	Commandant, U.S. Army Infantry School
5R	Ranger	Commandant, U.S. Army Infantry School
5S	Ranger-Parachutist	Commandant, U.S. Army Infantry School
5T	Equal Opportunity Advisor	Commandant, U.S. Army Adjutant General School
5U	Air Operations Officer	Commander, U.S. Army Aviation Center
5V	Marine Diver	Commandant, U.S. Army Engineer School
5X	Historian	Chief of Military History
5Y	Civil Defense Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6A	Defense Sensor Interpretation and Application Training Program	Commander, U.S. Army Intelligence Center and Fort Huachuca
6C	Economist	Commandant, U.S. Army JFK Special Warfare Center and School
6D	Public Education Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6E	Civilian Supply Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6F	Public Transportation Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6G	Public Facilities Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6H	Public Safety Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6M	Mobilization and Demobilization Operations	Commandant, U.S. Army JFK Special Warfare Center and School
6P	Master Fitness Trainer	Commandant, U.S. Army Infantry School
6R	Public Communications Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6U	Agricultural Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6V	Cultural Affairs Officer	Commandant, U.S. Army JFK Special Warfare Center and School
6W	Archivist	Commandant, U.S. Army JFK Special Warfare Center and School
6X	Army Research Associates Program	Assistant Secretary of the Army (RDA)
6Y	Installation Management (IM)	Assistant Chief of Staff for Installation Management
6Z	Strategist	Deputy Chief of Staff for Operations
7E	Chaplain Education and Training	Chief of Chaplains
7F	Pastoral Coordinator	Chief of Chaplains
7H	Upper Extremity Musculoskeletal Evaluation	The Surgeon General
7K	Marriage and Family Ministries	Chief of Chaplains
7M	Chaplain Resource Manager	Chief of Chaplains
7Q	Training Development	Commander, U.S. Army Training and Doctrine Command
7R	Hospital Ministries	Chief of Chaplains
7T	Clinical Nurse Specialist	The Surgeon General
8A	Critical Care Nursing	The Surgeon General
8D	Midwifery	The Surgeon General
8E	Nurse Practitioner	The Surgeon General
8F	Community Health Nursing	The Surgeon General
8G	Obstetric and Gynecologic Nursing	The Surgeon General
8I	Clinical Nutrition Specialist	The Surgeon General
8J	Infection Control	The Surgeon General
8L	Pediatric Nursing	The Surgeon General
8T	Blood Banking	The Surgeon General
8Z	Medical Research, Development, Test and Evaluation	The Surgeon General
9A-E	Medical Proficiency	The Surgeon General
9F	Microbiology	The Surgeon General
9G	Immunology	The Surgeon General
9H	Parasitology	The Surgeon General
9I	Health Facilities Planner	The Surgeon General
9T	Veterinary Food Technology	The Surgeon General
9U	Veterinary Laboratory Medicine	The Surgeon General
A2	OH-58A/C Scout Pilot	Commander, U.S. Army Aviation Center
A3	OH-58D Scout Pilot	Commander, U.S. Army Aviation Center
A4	OH-58D Warrior Pilot	Commander, U.S. Army Aviation Center
A5	OH-6 Scout Pilot	Commander, U.S. Army Aviation Center
B1	UH-1 Pilot	Commander, U.S. Army Aviation Center
B2	UH-60 Pilot	Commander, U.S. Army Aviation Center
B5	EH-60 Pilot	Commander, U.S. Army Aviation Center
C2	CH-47D Pilot	Commander, U.S. Army Aviation Center

Table 1-52

Officer immaterial, branch, functional, medical functional areas, and skills—Continued

Code	Title	Personnel Proponent
D2	AH-1 Q/S Pilot	Commander, U.S. Army Aviation Center
D5	AH-64 Pilot	Commander, U.S. Army Aviation Center
D7	AH-64C/D Pilot	Commander, U.S. Army Aviation Center
E3	C-20 Pilot	Commander, U.S. Army Aviation Center
E4	U-21 Pilot	Commander, U.S. Army Aviation Center
E5	C-12 Pilot	Commander, U.S. Army Aviation Center
E6	C-21 Pilot	Commander, U.S. Army Aviation Center
E7	C-23 Pilot	Commander, U.S. Army Aviation Center
E8	C-26 Pilot	Commander, U.S. Army Aviation Center
F2	RU-21 Pilot	Commander, U.S. Army Aviation Center
F3	RC-12 Pilot	Commander, U.S. Army Aviation Center
F4	RC-12K/N Pilot	Commander, U.S. Army Aviation Center
F5	O-5A/EO-5B Pilot	Commander, U.S. Army Aviation Center
G5	Experimental Test Pilot	Commander, U.S. Army Aviation Center
G6	Maintenance Test Pilot	Commander, U.S. Army Aviation Center
G7	Aviation Related	Commander, U.S. Army Aviation Center
G8	Aviation Safety Officer	Commander, U.S. Army Aviation Center
K4	Special Operations Aviation (SOA)	Commander, U.S. Army Aviation Center
K5	MH-60K Pilot	Commander, U.S. Army Aviation Center
K6	MH-47E Pilot	Commander, U.S. Army Aviation Center
M1	Orthopedic Physician Assistant	The Surgeon General
M2	Emergency Medicine Physician Assistant	The Surgeon General
M3	Aviation Medicine Physician Assistant	The Surgeon General
M4	Critical Care Medicine	The Surgeon General
M5	Emergency Nursing	The Surgeon General

Table 1-53

Warrant officer branch, SQIs, and ASIs

Code	Title	Personnel Proponent
Branch		
13	Field Artillery	Commandant, U.S. Army Field Artillery School
14	Air Defense Artillery	Commandant, U.S. Army Air Defense Artillery School
15	Aviation	Commander, U.S. Army Aviation Center
18	Special Forces	Commandant, U.S. Army JFK Special Warfare Center and School
21	Corps of Engineers	Commandant, U.S. Army Engineer School
25	Signal Corps	Commandant, U.S. Army Signal Center and School
31	Military Police	Commandant, U.S. Army Military
35	Military Intelligence	Commander, U.S. Army Intelligence Center and Fort Huachuca
42	Adjutant General Corps	Commandant, U. S. Army Adjutant General School
55	Judge Advocate General's Corps	The Judge Advocate General
60	Medical Corps	The Surgeon General
64	Veterinary Corps	The Surgeon General
67	Medical Service Corps	The Surgeon General
88	Transportation Corps	Commandant, U.S. Army Transportation School
91	Ordnance	Commandant, U.S. Army Ordnance Center and School
92	Quartermaster	Commandant, U.S. Army Quartermaster School
SQI		
0	No Special Qualifications	None
1	Marine Deck Officer	Commandant, U.S. Army Transportation School
2	Marine Engineering Officer	Commandant, U.S. Army Transportation School
5	Power Systems Technician	Commandant, U.S. Army Engineer School
7	Parachutist	Commandant, U.S. Army Infantry School
8	Instructor	Commander, U.S. Army Training and Doctrine Command
B	Aviation Safety Officer	Commander, U.S. Army Safety Center
C	Instructor Pilot	Commander, U.S. Army Aviation Center
D	Aeromedical Evacuation Pilot	Commander, U.S. Army Aviation Center
E	Aircraft Armament Maintenance Technician	Commander, U.S. Army Aviation Center
F	Senior Instructor Pilot and Instructor Flight Examiner	Commander, U.S. Army Aviation Center
G	Aviation Maintenance Officer	Commander, U.S. Army Aviation Center
H	Standardization Instructor Pilot (SIP)	Commander, U.S. Army Aviation Center
I	Tactical Operations Officer	Commander, U.S. Army Aviation Center
J	Engineering Test Pilot	Commander, U.S. Army Aviation Center
K	Polygraph Examiner	Commandant, U.S. Army Military Police School
L	Maintenance Test Flight Evaluator (MTFE)	Commander, U.S. Army Aviation Center

Table 1-53
Warrant officer branch, SQIs, and ASIs—Continued

Code	Title	Personnel Proponent
T	Transition	None
W	Technical Surveillance Countermeasures Technician	Commander, U.S. Army Intelligence Center and Fort Huachuca
Z	Research, Development, Test and Evaluation (RDTE) Technician	Assistant Secretary of the Army (RDA)
ASI		
3E	Satellite Communications System Repair Technician	Commandant, U.S. Army Signal Center and School
4W	Underwater Special Operations	Commandant, U.S. Army JFK Special Warfare Center and School
4x	Military Free Fall Special Operations	Commander, U.S. Army JFK Special Warfare Center and School
A2	OH-58A/C Scout Pilot	Commander, U.S. Army Aviation Center
A3	OH-58D Scout Pilot	Commander, U.S. Army Aviation Center
A4	OH-58D Warrior Pilot	Commander, U.S. Army Aviation Center
B2	UH-60 Pilot	Commander, U.S. Army Aviation Center
B5	EH-60 Pilot	Commander, U.S. Army Aviation Center
C2	CH-47D Pilot	Commander, U.S. Army Aviation Center
D2	AH-1 Pilot	Commander, U.S. Army Aviation Center
D5	AH-64A/B Pilot	Commander, U.S. Army Aviation Center
D7	AH-64C/D Pilot	Commander, U.S. Army Aviation Center
E3	C-20 Pilot	Commander, U.S. Army Aviation Center
E4	U-21 Pilot	Commander, U.S. Army Aviation Center
E5	C-12 Pilot	Commander, U.S. Army Aviation Center
E6	C-21 Pilot	Commander, U.S. Army Aviation Center
E7	C-23 Pilot	Commander, U.S. Army Aviation Center
E8	C-26 Pilot	Commander, U.S. Army Aviation Center
F2	RU-21 Pilot	Commander, U.S. Army Aviation Center
F3	RC-12D/G/H Pilot	Commander, U.S. Army Aviation Center
F4	RC-12K/N Pilot	Commander, U.S. Army Aviation Center
F5	EO-5A/O-5B Pilot	Commander, U.S. Army Aviation Center
G2	Instructor Pilot	Commander, U.S. Army Aviation Center
G6	Aviation Maintenance Officer	Commander, U.S. Army Aviation Center
G7	Aviation Related	Commander, U.S. Army Aviation Center
H1	Aircraft Armament Maintenance Officer	Commander, U.S. Army Aviation Center
H2	Aviation Life Support Equipment Officer	Commander, U.S. Army Aviation Center
H3	Aircrew Survivability Equipment and Electronic Warfare Officer	Commander, U.S. Army Aviation Center
H4	Aeromedical Evacuation Pilot	Commander, U.S. Army Aviation Center
K4	Special Operations Aviation (SOA)	Commander, U.S. Army Aviation Center
K5	MH-60K Pilot	Commander, U.S. Army Aviation Center
K6	MH-47E Pilot	Commander, U.S. Army Aviation Center

Table 1-54
Enlisted CMFs, SQIs, and ASIs

Code	Title	Personnel Proponent
CMF		
11	Infantry	Commandant, U.S. Army Infantry School
12	Combat Engineering	Commandant, U.S. Army Engineer School
13	Field Artillery	Commandant, U.S. Army Field Artillery School
14	Air Defense Artillery	Commandant, U.S. Army Air Defense Artillery School
18	Special Forces	Commandant, U.S. Army JFK Special Warfare Center and School
19	Armor	Commandant, U.S. Army Armor School
25	Visual Information	Commandant, U.S. Army Signal Center and School
31	Signal Operations	Commandant, U.S. Army Signal Center and School
33	EW/Intercept Systems Maintenance	Commander, U.S. Army Intelligence Center and Fort Huachuca
35	Electronic Maintenance and Calibration	Commandant, Ordnance Missile and Munitions Center and School
37	Psychological Operations	Commandant, U.S. Army JFK Special Warfare Center and School
38	Civil Affairs	Commandant, U.S. Army JFK Special Warfare Center and School
46	Public Affairs	Chief of Public Affairs
51	General Engineering	Commandant, U.S. Army Engineer School
54	Chemical	Commandant, U.S. Army Chemical School

Table 1-54
Enlisted CMFs, SQIs, and ASIs—Continued

Code	Title	Personnel Proponent
55	Ammunition	Commandant, U.S. Army Ordnance Center and School
63	Mechanical Maintenance	Commandant, U.S. Army Ordnance Center and School
67	Aircraft Maintenance	Commander, U.S. Army Aviation Center
71	Administration (except for the following MOSs)	Commandant, U.S. Army Adjutant General School
71D	Legal Specialist	The Judge Advocate General
71M	Chaplain Assistant	Chief of Chaplains
73C	Finance Specialist	Commandant, U.S. Army Finance School
73D	Accounting Specialist	Commandant, U.S. Army Finance School
73Z	Finance Senior Sergeant	Commandant, U.S. Army Finance School
74	Information Systems Operations	Commandant, U.S. Army Signal Center and School
77	Petroleum and Water	Commandant, U.S. Army Quartermaster School
79	Recruiting and Retention	Commandant, U.S. Army Recruiting and Retention School
81	Topographic Engineering	Commandant, U.S. Army Engineer School
88	Transportation	Commandant, U.S. Army Transportation School
91	Medical	The Surgeon General
92	Supply and Services	Commandant, U.S. Army Quartermaster School
93	Aviation Operations	Commander, U.S. Army Aviation Center
95	Military Police	Commandant, U.S. Army Military Police School
96	Military Intelligence	Commander, U.S. Army Intelligence Center and Fort Huachuca
97	Bands	Chief, Army Bands
98	Signals Intelligence/Electronic Warfare Operations	Commander, U.S. Army Intelligence Center and Fort Huachuca
SQI		
2	Training Development	Commander, U.S. Army Training and Doctrine Command
4	Non-Career Recruiter	Commandant, U.S. Army Recruiting and Retention School
6	Mobilization and Demobilization Operations	Commandant, U.S. Army JFK Special Warfare Center and School
D	Civil Affairs Operations	Commandant, U.S. Army JFK Special Warfare Center and School
E	Military Mountaineer	Commandant, U.S. Army Infantry School
F	Flying Status	Commander, U.S. Army Aviation Center
G	Ranger	Commandant, U.S. Army Infantry School
H	Instructor	Commander, U.S. Army Training and Doctrine Command
I	Installer	Commandant, U.S. Army Signal Center and School
L	Linguist	Deputy Chief of Staff, Intelligence
M	First Sergeant	Commandant, U.S. Army Sergeants Major Academy
N	Joint Planner	Commander, U.S. Army Combined Arms Center
O	No Special Qualifications	N/A
P	Parachutist	Commandant, U.S. Army Infantry School
Q	Equal Opportunity Advisor (EOA)	Commandant, U.S. Army Adjutant General School
S	Special Operations Support Personnel	Commandant, U.S. Army JFK Special Warfare Center and School
T	1st SFOD-D Unit Operator	Commander, 1st SFOD-D
V	Ranger Parachutist	Commandant, U.S. Army Infantry School
X	Drill Sergeant	Commander, U.S. Army Training Center Fort Jackson
ASI		
1A	JSTARS E8-A Systems Operator	Commander, U.S. Army Intelligence Center and Fort Huachuca
1B	OV-1D Systems Operator	Commander, U.S. Army Intelligence Center and Fort Huachuca
1C	Satellite Systems/Network Coordinator	Commandant, U.S. Army Signal Center and School
1T	IPDS/TRAC/NIS TENCAP Operations	Commander, U.S. Army Intelligence Center and Fort Huachuca
2S	Battle Staff Operations	Commandant, U.S. Army Sergeants Major Academy
2T	ETUT/TUT/THMT TENCAP Operations	Commander, U.S. Army Intelligence Center and Fort Huachuca
3T	EPDS TENCAP Operations	Commander, U.S. Army Intelligence Center and Fort Huachuca
4A	Reclassification Training	Deputy Chief of Staff, Personnel
4R	Transition NCO	Commandant, U.S. Army Recruiting and Retention School

Table 1-54
Enlisted CMFs, SQIs, and ASIs—Continued

Code	Title	Personnel Proponent
4T	Tactical Exploration of National Capabilities (TENCAP) Integrator/Maintainer	Commander, U.S. Army Intelligence Center and Fort Huachuca
8A	Identification Friend or Foe (IFF) Repairer	Commandant, U.S. Army Ordnance Missile and Munition Center and School
A2	Aviation Safety	Commander, U.S. Army Aviation Center
A3	Force Development (TAADS)	Assistant Secretary of the Army (M&RA)
A7	Tactical Fire Direction (TACFIRE) Systems Maintenance	Commandant, U.S. Army Ordnance Missile and Munition Center and School
A8	Master Gunnery M1/M1A1 Tank	Commandant, U.S. Army Armor School
A9	Patrol Dog Handling	Commandant, U.S. Army Military Police School
B1	Rough Terrain Container Handling and Operation	Commandant, U.S. Army Transportation School
B4	Sniper	Commandant, U.S. Army Infantry School
B5	Standard Army Maintenance Systems (SAMS)	Commandant, U.S. Army Quartermaster School
C1	MACOM Band Qualified	Chief, Army Bands
C2	Dragon Gunnery	Commandant, U.S. Army Infantry School
C3	Well Drilling	Commandant, U.S. Army Engineer Center and School
C5	Court Reporter/Senior Court Reporter	The Judge Advocate General School
C6	High Power Radio Operator/Maintainer	Commandant, U.S. Army Signal Center and School
C7	Survey Instrument Repairer	Commandant, U.S. Army Engineer Center and School
C8	Transcribing/Gisting	Commander, U.S. Army Intelligence Center and Fort Huachuca
C9	MAGIC Mast Maintenance	Commandant, U.S. Army Ordnance Center and School
D3	BRADLEY Fighting Vehicle Operations and Maintenance	Commandant, U.S. Army Armor School
D7	Secondary Reference Laboratory Maintenance	Commandant, U.S. Army Ordnance Missile and Munition Center and School
D8	Master Gunnery (M60A3 Tank)	Commandant, U.S. Army Armor School
D9	Battlefield Spectrum Management	Commandant, U.S. Army Signal Center and School
E3	Executive Administrative Assistant	Commandant, U.S. Army Adjutant General School
E4	Attache Administrative Support	Commander, U.S. Army Intelligence Center and Fort Huachuca
E5	Instrument Maintenance (Power Station)	Commandant, U.S. Army Engineer Center and School
E9	M901 (ITV) Gunner/Crew Training	Commandant, U.S. Army Infantry School
F1	Operations and Intelligence (Special Operations)	Commandant, U.S. Army JFK Special Warfare Center and School
F2	Antenna Installation	Commandant, U.S. Army Signal Center and School
F3	Corps/Installation Supply Operations Automated	Commandant, U.S. Army Quartermaster School
F5	Postal Operations	Commandant, U.S. Army Adjutant General School
F6	Cable Splicing	Commandant, U.S. Army Signal Center and School
F7	Pathfinder	Commandant, U.S. Army Infantry School
F8	Flight simulator (UHIPS) Console Operations	Commander, U.S. Army Aviation Center
F9	Advanced Field Artillery Tactical Data System	Commandant, U.S. Army Field Artillery School
G3	Standard Property Book System Redesign(SPBS-R)	Commandant, U.S. Army Quartermaster School
G4	Armored Gun System (AGS) Operations and Maintenance	Commandant, U.S. Army Armor School
G8	Master Gunner (Armored Gun System (AGS))	Commandant, U.S. Army Armor School
G9	Defense Against Sound Equipment (DASE)	Commander, U.S. Army Intelligence Center and Fort Huachuca
H1	Meteorological Equipment Maintenance	Commandant, U.S. Army Field Artillery School
H3	Physical Security Operations	Commandant, U.S. Army Military Police School
H4	Specialized Software Development Programmer	Commandant, U.S. Army Signal Center and School
H7	Petroleum Vehicle Operations	Commandant, U.S. Army Quartermaster School
H8	Recovery Operations	Commandant, U.S. Army Ordnance Center and School
J1	Foreign Instrument Signals Analyst	Commander, U.S. Army Intelligence Center and Fort Huachuca
J3	BRADLEY Infantry Fighting Vehicle (BIFV) System Master Gunner	Commandant, U.S. Army Infantry School
J5	Technical Escorting	Commandant, U.S. Army Ordnance Center and School
J6	Reproduction Equipment Repair	Commandant, U.S. Army Engineer Center and School
J7	WHCA Console Control Operations	Commandant, U.S. Army Signal Center and School
J9	TOW Field Test Set (TFTS), (TOW Ground)	Commandant, U.S. Army Ordnance Center and School
K2	Non-Morse Analysis (Senior)	Commander, U.S. Army Intelligence Center and Fort Huachuca
K4	M1A2 Tank Operations and Maintenance	Commandant, U.S. Army Armor School
K8	Master Gunnery M1A2 Tank	Commandant, U.S. Army Armor School
L1	Master Fox Scout	Commandant, U.S. Army Chemical School
L5	NBC Reconnaissance	Commandant, U.S. Army Chemical School
M2	Cytology Specialty	The Surgeon General
M3	Dialysis Specialty	The Surgeon General
M4	Blood Donor, Center Operations	The Surgeon General

Table 1-54
Enlisted CMFs, SQIs, and ASIs—Continued

Code	Title	Personnel Proponent
M5	Nuclear Medicine Specialty	The Surgeon General
M7	Non-Morse Analysis (Intermediate)	The Surgeon General
M8	Drug and Alcohol Counseling	The Surgeon General
N1	Aircraft Crewmember Standardization Instruction	Commander, U.S. Army Aviation Center
N2	Nondestructive Test Equipment	Commander, U.S. Army Aviation Center
N3	Occupational Therapy Specialist	The Surgeon General
N4	Health Physics Specialist	The Surgeon General
N5	Dental Laboratory Specialist	The Surgeon General
N7	Strategic Debriefing & Interrogation	Commander, U.S. Army Intelligence Center and Fort Huachuca
N9	Physical Therapy Specialty	The Surgeon General
P1	Orthopedic Specialist	The Surgeon General
P2	Ear, Nose and Throat Specialist	The Surgeon General
P3	Eye Specialist	The Surgeon General
P5	Master Fitness Trainer	Commandant, U.S. Army Infantry School
P7	Satellite Communications Terminal AN/TSC-8593 Operator/Maintainer	Commandant, U.S. Army Signal Center and School
P8	Polygraph Operations	Commander, U.S. Army Intelligence Center and Fort Huachuca
P9	Biological Sciences Assistant	The Surgeon General
Q2	Aviation Life Support Equipment	Commander, U.S. Army Aviation Center
Q5	Special Forces Combat Diving, Medical	Commandant, U.S. Army JFK Special Warfare Center and School
Q8	Tactical Air Operations	Commander, U.S. Army Combined Arms Center
Q9	Traffic Accident Investigation	Commandant, U.S. Army Military Police School
S1	TOW Master Gunner	Commandant, U.S. Army Infantry School
S2	Mechanical Equipment Maintenance (Power Station)	Commandant, U.S. Army Engineer Center and School
S3	Electrical Equipment Maintenance (Power Station)	Commandant, U.S. Army Engineer Center and School
S6	Special Forces Combat Diving, Supervision	Commandant, U.S. Army JFK Special Warfare Center and School
S7	Foreign Counterintelligence (FCI)	Commandant, U.S. Army Intelligence Center and Fort Huachuca
S9	Defense Sensor Interpretation and Application Training Program (DSIATP)	Commander, U.S. Army Intelligence Center and Fort Huachuca
T8	Division Supply Accounting (DS4/Direct Support Unit Standard Supply System)	Commandant, U.S. Army Quartermaster School
T9	Cryptanalysis	Commander, U.S. Army Intelligence Center and Fort Huachuca
U1	Enciphered Signals Traffic Analysis	Commander, U.S. Army Intelligence Center and Fort Huachuca
U2	Unmanned Aerial Vehicle-Short Range Repair	Commandant, U.S. Army Intelligence Center and Fort Huachuca
U4	Power Line Distribution	Commandant, U.S. Army Engineer Center and School
U6	Field Artillery Weapons Maintenance	Commandant, U.S. Army Field Artillery School
V5	Military Police Investigation	Commandant, U.S. Army Military Police School
V7	Guidance Counseling	Commandant, U.S. Army Recruiting and Retention School
W3	Special Forces Target Interdiction Operations	Commandant, U.S. Army JFK Special Warfare Center and School
W5	OH-58D Qualification	Commander, U.S. Army Aviation Center
W6	Aircraft Survivability Equipment (ASE)	Commander, U.S. Army Aviation Center
W7	Special Forces Underwater Operations	Commandant, U.S. Army JFK Special Warfare Center and School
W8	Special Forces Military Free Fall Operations	Commandant, U.S. Army JFK Special Warfare Center and School
X1	AH-64 Maintenance	Commander, U.S. Army Aviation Center
X2	Preventive Dentistry Specialty	The Surgeon General
Y1	Transition	Commander, U.S. Total Army Personnel Command
Y2	Transition	Commander, U.S. Total Army Personnel Command
Y5	TEMPEST Inspection	Commandant, U.S. Army Ordnance Missile and Munition Center and School
Y6	Cardiovascular Specialist	The Surgeon General
Y7	Sterile Pharmacy Specialty	The Surgeon General
Z2	Automatic Message Switching Center Operations	Commandant, U.S. Army Signal Center and School
Z5	Enlisted Aide	Commandant, U.S. Army Quartermaster School
Z6	Detector Dog Handling	Commandant, U.S. Army Military Police School
Z8	Technical ELINT Collection and Analysis	Commander, U.S. Army Intelligence Center and Fort Huachuca

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions

Series	CF	Title	Proponent
006	19	Correctional Institution Administration	Commandant, U.S. Army Military Police School
007	19	Correctional Officer	Commandant, U.S. Army Military Police School
018	12	Safety and Occupational Health Mgt	Commander, U.S. Army Safety Center
019	12	Safety Technician	Commander, U.S. Army Safety Center
020	18	Community Planning	Commander, U.S. Army Corps of Engineers
021	18	Community Planning Technician	Commander, U.S. Army Corps of Engineers
023	18	Outdoor Recreation Planning	Commander, U.S. Army Corps of Engineers
025	18	Park Ranger	Commander, U.S. Army Corps of Engineers
026	18	Park Technician	Commander, U.S. Army Corps of Engineers
028	18	Environmental Protection Sp	Commander, U.S. Army Corps of Engineers
029	18	Environmental Protection Asst	Commander, U.S. Army Corps of Engineers
030	51	Sports Specialist	Commander, U.S. Army Community and Family Support Center
050	63	Funeral Directing	Commandant, U.S. Army Quartermaster School
060	52	Chaplain	Chief of Chaplains
062	16	Clothing Design (Non-Construction)	Commander, U.S. Army Materiel Command
072	19	Fingerprint Identification	Commandant, U.S. Army Military Police School
080	19	Security Administration (Phys Sec)	Commandant, U.S. Army Military Police School
080	35	Security Administration (Intelligence Related)	Commander, U.S. Army Intelligence Center and Fort Huachuca
081	12	Fire Protection and Prevention	Commander, U.S. Army Safety Center
083	19	Police	Commandant, U.S. Army Military Police School
085	19	Security Guard	Commandant, U.S. Army Military Police School
086	35	Security Clerical and Assistance (Intelligence Related)	Commander, U.S. Army Intelligence Center and Fort Huachuca
090	18	Guide	Commander, U.S. Army Corps of Engineers
101	18	Social Sciences (Water Resource Mgt)	Commander, U.S. Army Corps of Engineers
101	51	Social Science Pgm Sp (MWR)	Commander, U.S. Army Community and Family Support Center
51		Social Science Pgm Sp	The Surgeon General
102	51	Social Aide and Technician (MWR)	Commander, U.S. Army Community and Family Support Center
102	53	Social Science Aid and TechT	The Surgeon General
110	11	Economist	Assistant Secretary of the Army (FM)
110	18	Economist	Commander, U.S. Army Corps of Engineers
119	18	Economist Asst	Commander, U.S. Army Corps of Engineers
130	60	Foreign Affairs	Deputy Chief of Staff for Operations
131	60	International Relations	Deputy Chief of Staff for Operations
132	35	Intelligence	Commander, U.S. Army Intelligence Center and Fort Huachuca
134	35	Intelligence Aid and Clerk	Commander, U.S. Army Intelligence Center and Fort Huachuca
150	16	Geography (Non-construction)	Commander U.S. Army Materiel Command
150	18	Geography	Commander, U.S. Army Corps of Engineers
160	28	Civil Rights Analysis	Assistant Secretary of the Army (M&RA)
170	61	Historian	Chief of Military History
180	16	Psychology (Non-construction)	Commander, U.S. Army Materiel Command
180	53	Psychology	The Surgeon General
181	53	Psychology Aid and Tech	The Surgeon General
184	18	Sociology (Construction)	Commander, U.S. Army Corps of Engineers
184	53	Sociology	The Surgeon General
185	51	Social Science Worker (MWR)	Commander, U.S. Army Community and Family Support Center
185	53	Social Work	The Surgeon General
188	51	Recreation Specialist	Commander, U.S. Army Community and Family Support Center
189	51	Recreation Aid and Asst	Commander, U.S. Army Community and Family Support Center
190	18	General Anthropology (Construction)	Commander, U.S. Army Corps of Engineers
193	18	Archeology (Construction)	Commander, U.S. Army Corps of Engineers
201	10	Personnel Management	Assistant Secretary of the Army (M&RA)
203	10	Personnel Clerical and Assistance	Assistant Secretary of the Army (M&RA)
204	50	Mil Pers Clerical and Tech	Commandant, U.S. Army Adjutant General School
205	50	Mil Pers Mgt	Commandant, U.S. Army Adjutant General School
212	10	Personnel Staffing	Assistant Secretary of the Army (M&RA)
221	10	Position Classification	Assistant Secretary of the Army (M&RA)
222	10	Occupational Analysis	Assistant Secretary of the Army (M&RA)
223	10	Salary and Wage Admin	Assistant Secretary of the Army (M&RA)
230	10	Employee Relations	Assistant Secretary of the Army (M&RA)
233	10	Labor Relations	Assistant Secretary of the Army (M&RA)
235	10	Employee Development	Assistant Secretary of the Army (M&RA)
246	14	Contractor Industrial Relations	Assistant Secretary of the Army (RDA)
260	28	Equal Employment Opportunity	Assistant Secretary of the Army (M&RA)
270	10	Employee Benefits Specialist	Assistant Secretary of the Army (M&RA)
299	10	Personnel Management Student Trainee	Assistant Secretary of the Army (M&RA)
301	11	Misc Admin and Pgm	Assistant Secretary of the Army (FM)
301	51	Misc Admin and Pgm (MWR)	Commander, U.S. Army Community and Family Support Center
301	13	Misc Admin and Pgm	Deputy Chief of Staff for Logistics

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
301	17	Misc Admin and Pgm (Materiel Maintenance)	Deputy Chief of Staff for Logistics
301	24	Transportation Administration	Commandant, U.S. Army Transportation Center and School
301	26	Misc Admin and Pgm (Mpr and Force Mgt)	Assistant Secretary of the Army (M&RA)
301	27	Misc Admin and Pgm (Housing Mgt)	Commander, U.S. Army Corps of Engineers
301	34	Misc Admin and Pgm (Records Mgt)	Director of Information Systems for Command, Control, Communication, and Computers
301	32	Misc Admin and Pgm	Commander, U.S. Army Training and Doctrine Command
301	53	Misc Admin and Pgm (Military/Civilian Medical Occupational Anal)	The Surgeon General
301	33	Misc Admin and Pgm (Ammo)	Commander, U.S. Army Materiel Command
301	93	Misc Admin and Pgm	Commander, U.S. Army Aviation Center
302	57	Messenger	Commandant, U.S. Army Adjutant General School
303	57	Misc Clerk and Asst	Commandant, U.S. Army Adjutant General School
304	57	Information Receptionist	Commandant, U.S. Army Adjutant General School
305	57	Mail and File	Commandant, U.S. Army Adjutant General School
309	57	Correspondence Clerk	Commandant, U.S. Army Adjutant General School
312	57	Clerk-Stenographer and Reporter	Commandant, U.S. Army Adjutant General School
313	57	Work Unit Supervising	Commandant, U.S. Army Adjutant General School
318	57	Secretary	Commandant, U.S. Army Adjutant General School
319	57	Closed Microphone Recorder	Commandant, U.S. Army Adjutant General School
322	57	Clerk Typist	Commandant, U.S. Army Adjutant General School
326	57	Office Automation Clerical and Assistance	Commandant, U.S. Army Adjutant General School
332	34	Computer Operation	Director of Information Systems for Command, Control, Communication, and Computers
334	34	Computer Specialist	Director of Information Systems for Command, Control, Communication, and Computers
335	34	Computer Clerk and Asst	Director of Information Systems for Command, Control, Communication, and Computers
340	13	Program Management	Deputy Chief of Staff for Logistics
340	17	Program Management (Materiel Maintenance)	Deputy Chief of Staff for Logistics
340	33	Program Management (Ammo)	Commander, U.S. Army Materiel Command
340	51	Program Management (MWR)	Commander, U.S. Army Community and Family Support Center
340	57	Program Management Administration	Commandant, U.S. Army Adjutant General School
340	29	Executive Assistant (Base Operations)	Director of Management, Office of the Chief of Staff
341	57	Administrative Officer	Commandant, U.S. Army Adjutant General School
342	34	Support Svcs Admin (Records Management)	Director of Information Systems for Command, Control, Communication, and Computers
342	57	Support Svcs Admin	Commandant, U.S. Army Adjutant General School
343	11	Mgt and Pgm Analysis	Assistant Secretary of the Army (M&RA)
343	26	Mgt and Pgm Analysis (Mpr and Force Mgt)	Assistant Secretary of the Army (M&RA)
343	34	Mgt and Pgm Analysis (Records Mgt)	Director of Information Systems for Command, Control, Communication, and Computers
343	51	Mgmt and Pgm Analysis (MWR)	Commander, U.S. Army Community and Family Support Center
344	26	Mgmt Clerical and Asst (Mpr and Force Mgt)	Assistant Secretary of the Army (M&RA)
344	34	Mgt Clerical and Asst (Records Mgt)	Director of Information Systems for Command, Control, Communication and Computers
346	13	Logistics Mgt (Supply)	Deputy Chief of Staff for Logistics
346	17	Logistics Mgt (Materiel Maintenance)	Deputy Chief of Staff for Logistics
346	24	Logistics Mgt (Trans)	Commandant, U.S. Army Transportation Center and School
346	33	Logistics Mgt (Ammo)	Commander, U.S. Army Materiel Command
346	93	Logistics Management	Commander, U.S. Army Aviation Center
350	57	Equipment Operator	Commandant, U.S. Army Adjutant General School
351	34	Printing Clerical	Director of Information Systems for Command, Control, Communication and Computers
356	57	Data Transcriber	Commandant, U.S. Army Adjutant General School
357	57	Coding	Commandant, U.S. Army Adjutant General School
359	11	Electric Accounting Machine Operation	Assistant Secretary of the Army (FM)
360	28	Equal Opportunity Compliance	Assistant Secretary of the Army (M&RA)
361	28	Equal Opportunity Asst	Assistant Secretary of the Army (M&RA)
362	11	Electric Accounting Machine Project	Assistant Secretary Planning of the Army (FM)
382	34	Telephone Operating	Director of Information Systems for Command, Control, Communication, and Computers
385	34	Teletypist	Director of Information Systems for Command, Control, Communication, and Computers
388	34	Cryptographic Equip Operation	Director of Information Systems for Command, Control, Communication, and Computers
389	34	Radio Operating	Director of Information Systems for Command, Control, Communication and Computers
390	34	Commo Relay Operation	Director of Information Systems for Command, Control, Communication and Computers

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
391	34	Telecommunications	Director of Information Systems for Command, Control, Communications and Computers
392	34	General Commo	Director of Information Systems for Command, Control, Communications and Computers
394	34	Commo Clerical	Director of Information Systems for Command, Control, Communications and Computers
401	16	Gen Biological Science (Non-Construction)	Commander, U.S. Army Materiel Command
401	18	Gen Biological Science (Construction)	Commander, U.S. Army Corps of Engineers
401	35	General Biological Science (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
401	53	Gen Biological Science	The Surgeon General
403	16	Microbiology (Non-construction)	Commander, U.S. Army Materiel Command
404	53	Biological Tech	The Surgeon General
405	16	Pharmacology (Non-construction)	Commander, U.S. Army Materiel Command
405	53	Pharmacology	The Surgeon General
408	16	Ecology (Non-construction)	Commander, U.S. Army Materiel Command
408	18	Ecology (Construction)	Commander, U.S. Army Corps of Engineers
410	16	Zoology (Non-construction)	Commander, U.S. Army Materiel Command
410	53	Zoology	The Surgeon General
413	16	Physiology (Non-construction)	Commander, U.S. Army Materiel Command
413	53	Physiology	The Surgeon General
414	16	Entomology (Non-construction)	Commander, U.S. Army Materiel Command
414	18	Entomology (Construction)	Commander, U.S. Army Corps of Engineers
414	53	Entomology	The Surgeon General
430	16	Botany (Non-construction)	Commander, U.S. Army Materiel Command
430	18	Botany (Construction)	Commander, U.S. Army Corps of Engineers
434	16	Plant Pathology	Commander, U.S. Army Materiel Command
435	16	Plant Pathology	Commander, U.S. Army Materiel Command
437	16	Horticulture (Non-construction)	Commander, U.S. Army Materiel Command
437	18	Horticulture (Construction)	Commander, U.S. Army Corps of Engineers
440	53	Genetics	The Surgeon General
454	18	Range Conservation	Commander, U.S. Army Corps of Engineers
455	18	Range Technician	Commander, U.S. Army Corps of Engineers
457	18	Soil Conservation	Commander, U.S. Army Corps of Engineers
458	18	Soil Conservation Tech	Commander, U.S. Army Corps of Engineers
460	18	Forestry	Commander, U.S. Army Corps of Engineers
462	18	Forestry Tech	Commander, U.S. Army Corps of Engineers
470	18	Soil Science	Commander, U.S. Army Corps of Engineers
471	18	Agronomy	Commander, U.S. Army Corps of Engineers
480	18	General Fish and Wildfire Admin	Commander, U.S. Army Corps of Engineers
482	18	Fishery Biology	Commander, U.S. Army Corps of Engineers
486	18	Wildlife Biology	Commander, U.S. Army Corps of Engineers
487	16	Animal Science (Non-construction)	Commander, U.S. Army Materiel Command
487	53	Animal Science	The Surgeon General
493	16	Home Economics (Non-construction)	Commander, U.S. Army Materiel Command
493	53	Home Economics	The Surgeon General
499	18	Biological Science Student Trainee	Commander, U.S. Army Corps of Engineers
499	16	Biological Science Student Trainee	Commander, U.S. Army Materiel Command
501	11	Financial Admin and Pgm (F&AO)	Assistant Secretary of the Army (FM)
501	51	Financial Admin and Pgm (MWR)	Commander, U.S. Army Community and Family Center
503	11	Financial Clerical and Asst	Assistant Secretary of the Army (FM)
505	11	Financial Mgt	Assistant Secretary of the Army (FM)
505	51	Financial Mgt (MWR)	Commander, U.S. Army Community and Family Support Center
510	11	Accounting	Assistant Secretary of the Army (FM)
511	11	Auditing	Assistant Secretary of the Army (FM)
525	11	Accounting Technician	Assistant Secretary of the Army (FM)
530	11	Cash Processing	Assistant Secretary of the Army (FM)
540	11	Voucher Examining	Assistant Secretary of the Army (FM)
544	11	Civilian Pay	Assistant Secretary of the Army (FM)
545	11	Military Pay	Assistant Secretary of the Army (FM)
560	11	Budget Analysis	Assistant Secretary of the Army (FM)
560	51	Budget Analysis (MWR)	Commander, U.S. Army Community and Family Support Center
561	11	Budget Clerical and Assistance	Assistant Secretary of the Army (FM)
561	51	Budget Clerical and Assistance (MWR)	Commander, U.S. Army Community and Family Support Center
590	11	Time and Leave	Assistant Secretary of the Army (FM)
599	11	Accounting Student Trainee	Assistant Secretary of the Army (FM)
601	53	General Health Science	The Surgeon General
602	16	Medical Officer (Non-construction)	Commander, U.S. Army Materiel Command
602	53	Medical Officer	The Surgeon General
603	53	Physician's Asst	The Surgeon General
610	53	Nurse	The Surgeon General
620	53	Practical Nurse	The Surgeon General
621	53	Nursing Asst	The Surgeon General
622	53	Med Supply Aid and Tech	The Surgeon General

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
625	53	Autopsy Asst	The Surgeon General
630	53	Dietician and Nutritionist	The Surgeon General
631	53	Occupational Therapist	The Surgeon General
633	53	Physical Therapist	The Surgeon General
635	53	Corrective Therapist	The Surgeon General
636	53	Rehabilitation Therapy Asst	The Surgeon General
638	53	Recreation/Creative Arts Therapist	The Surgeon General
640	53	Health Aid and Tech	The Surgeon General
642	53	Nuclear Medicine Tech	The Surgeon General
644	53	Medical Technologist	The Surgeon General
645	53	Medical Tech	The Surgeon General
646	53	Pathology Tech	The Surgeon General
647	53	Diagnostic Radiologic Technologist	The Surgeon General
648	53	Therapeutic Radiologic Technologist	The Surgeon General
649	53	Medical Instrument Tech	The Surgeon General
651	53	Respiratory Therapist	The Surgeon General
660	53	Pharmacist	The Surgeon General
661	53	Pharmacy Tech	The Surgeon General
662	53	Optometrist	The Surgeon General
665	53	Speech Pathology and Audiology	The Surgeon General
667	53	Orthotist and Prosthetist	The Surgeon General
668	53	Podiatrist	The Surgeon General
669	53	Medical Records Administration	The Surgeon General
670	53	Health System Admin	The Surgeon General
671	53	Health System Spec	The Surgeon General
673	53	Hospital Housekeeping Mgt	The Surgeon General
675	53	Medical Record Tech	The Surgeon General
679	53	Medical Clerk	The Surgeon General
680	53	Dental Officer	The Surgeon General
681	53	Dental Asst	The Surgeon General
682	53	Dental Hygiene	The Surgeon General
683	53	Dental Lab Aid and Tech	The Surgeon General
688	53	Sanitarian	The Surgeon General
690	53	Industrial Hygiene	The Surgeon General
698	53	Environmental Health Tech	The Surgeon General
701	53	Veterinary Medical Science	The Surgeon General
704	53	Animal Health Tech	The Surgeon General
801	16	General Engineering (Non-construction)	Commander, U.S. Army Materiel Command
801	18	General Engineering (Construction)	Commander, U.S. Army Corps of Engineers
801	35	General Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
802	16	Engineering Tech (Non-construction)	Commander, U.S. Army Materiel Command
802	17	Engineering Tech (Materiel Maintenance)	Deputy Chief of Staff for Logistics
802	18	Engineering Tech (Construction)	Commander, U.S. Army Corps of Engineers
802	33	Engineering Tech (Ammo)	Commander, U.S. Army Materiel Command
803	12	Safety Engineering	Commander, U.S. Army Safety Center
803	35	Safety Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
804	12	Fire Protection Engineering	Commander, U.S. Army Safety Center
804	18	Fire Protection Engineering (Construction)	Commander, U.S. Army Corps of Engineers
806	16	Materials Engineering (Non-construction)	Commander, U.S. Army Materiel Command
806	18	Materials Engineering (construction)	Commander, U.S. Army Corps of Engineers
806	35	Materials Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
807	18	Landscape Architecture	Commander, U.S. Army Corps of Engineers
808	18	Architecture	Commander, U.S. Army Corps of Engineers
809	18	Construction Control	Commander, U.S. Army Corps of Engineers
810	18	Civil Engineering	Commander, U.S. Army Corps of Engineers
810	35	Civil Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
817	18	Surveying Tech	Commander, U.S. Army Corps of Engineers
818	18	Engineering Drafting	Commander, U.S. Army Corps of Engineers
819	16	Environmental Engineering (Non-construction)	Commander, U.S. Army Materiel Command
819	18	Environmental Engineering (Construction)	Commander, U.S. Army Corps of Engineers
830	16	Mechanical Engineering (Non-construction)	Commander, U.S. Army Materiel Command
830	18	Mechanical Engineering (Construction)	Commander, U.S. Army Corps of Engineers
830	35	Mechanical Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
840	16	Nuclear Engineering (Non-construction)	Commander, U.S. Army Materiel Command
840	18	Nuclear Engineering (Construction)	Commander, U.S. Army Corps of Engineers
850	16	Electrical Engineering (Non-construction)	Commander, U.S. Army Materiel Command
850	18	Electrical Engineering (Construction)	Commander, U.S. Army Corps of Engineers
850	35	Electrical Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and For Huachuca
854	16	Computer Engineering (Non-construction)	Commander, U.S. Army Materiel Command
855	16	Electronics Engineering (Non-construction)	Commander, U.S. Army Materiel Command
855	18	Electronics Engineering (Construction)	Commander, U.S. Army Corps of Engineers

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
855	35	Electronics Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
856	16	Electronics Tech (Non-construction)	Commander, U.S. Army Materiel Command
856	17	Electronics Tech (Materiel Maintenance)	Deputy Chief of Staff for Logistics
858	16	Biomedical Engineering (Non-construction)	Commander, U.S. Army Materiel Command
858	35	Biomedical Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
858	53	Biomedical Engineering	The Surgeon General
861	16	Aerospace Engineering	Commander, U.S. Army Materiel Command
861	35	Aerospace Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
871	16	Naval Architecture (Non-construction)	Commander, U.S. Army Materiel Command
871	18	Naval Architecture (Construction)	Commander, U.S. Army Corps of Engineers
873	18	Ship Surveying	Commander, U.S. Army Corps of Engineers
880	18	Mining Engineering	Commander, U.S. Army Corps of Engineers
881	18	Petroleum Engineering	Commander, U.S. Army Corps of Engineers
892	16	Ceramic Engineering	Commander, U.S. Army Materiel Command
893	16	Chemical Engineering (Non-construction)	Commander, U.S. Army Materiel Command
893	18	Chemical Engineering (Construction)	Commander, U.S. Army Corps of Engineers
893	35	Chemical Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
894	16	Welding Engineering	Commander, U.S. Army Materiel Command
895	16	Industrial Engineering Tech (Non-construction)	Commander, U.S. Army Materiel Command
895	17	Industrial Engineering Tech (Matl Maint)	Deputy Chief of Staff for Logistics
895	18	Industrial Engineering Tech (Construction)	Commander, U.S. Army Corps of Engineers
895	33	Industrial Engineering tech (Ammo)	Commander, U.S. Army Materiel Command
896	11	Industrial Engineering	Assistant Secretary of the Army (FM)
896	16	Industrial Engineering (Non-construction)	Commander, U.S. Army Materiel Command
896	18	Industrial Engineering (Construction)	Commander, U.S. Army Corps of Engineers
896	26	Industrial Engineering (Mpr & Force Mgt)	Assistant Secretary of the Army (M&RA)
896	35	Industrial Engineering (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
899	18	Engineering and Architecture Student Trainee	Commander, U.S. Army Corps of Engineers
904	56	Law Clerk	The Judge Advocate General
905	56	General Attorney	The Judge Advocate General
945	56	Clerk of Court	The Judge Advocate General
950	56	Paralegal Spec	The Judge Advocate General
962	56	Contract Representative	The Judge Advocate General
963	56	Legal Instrument Examining	The Judge Advocate General
986	56	Legal Clerk and Tech	The Judge Advocate General
990	56	General Claims Examining	The Judge Advocate General
992	56	Loss and Damage Claims Examining	The Judge Advocate General
995	56	Dependents and Estates Claims Examining	The Judge Advocate General
998	56	Claims Clerical	The Judge Advocate General
1001	34	General Arts and Information	Director of Information Systems for Command, Control, Communications, and Computers
1001	51	General Arts and Information (MWR)	Commander, U.S. Army Community and Family Support Center
1010	61	Exhibits Spec	Chief of Military History
1015	61	Museum Curator	Chief of Military History
1016	61	Museum Spec and Tech	Chief of Military History
1020	34	Illustrating	Director of Information Systems for Command, Control, Communications and Computers
1021	34	Office Drafting	Director of Information Systems for Command, Control, Communications and Computers
1035	22	Public Affairs	Chief of Public Affairs
1040	35	Language Specialist	Commander, U.S. Army Intelligence Center and Fort Huachuca
1046	35	Language Clerical	Commander, U.S. Army Intelligence Center and Fort Huachuca
1051	51	Music Spec	Commander, U.S. Army Community and Family Support Center
1054	51	Theater Spec	Commander, U.S. Army Community and Family Support Center
1056	51	Art Spec	Commander, U.S. Army Community and Family Support Center
1060	34	Photography	Director of Information Systems for Command, Control, Communications, and Computers
1071	34	Audio-Visual Production	Director of Information Systems for Command, Control, Communications, and Computers
1082	34	Writing and Editing	Director of Information Systems for Command, Control, Communications, and Computers
1083	34	Technical Writing and Editing	Director of Information Systems for Command, Control, Communications and Computers
1084	34	Visual Information	Director of Information Systems for Command, Control, Communications and Computers
1087	34	Editorial	Assistant Director of Information Systems for Command, Control, Communications and Computers

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
1099	34	Information and Arts Student Trainee	Director of Information Systems for Command, Control, Communications and Computers
1101	14	General Business and Industry	Assistant Secretary of the Army (RDA)
1101	17	General Business and Industry (Materiel Maintenance)	Deputy Chief of Staff for Logistics
1101	33	General Business and Industry (Ammo)	Commander, U.S. Army Materiel Command
1101	51	General Business and Industry (MWR)	Commander, U.S. Army Materiel Command
1102	51	Contract and Procurement (MWR)	Commander, U.S. Army Community and Family Support Center
1103	14	Industrial Property Management	Assistant Secretary of the Army (RDA)
1104	66	Property Disposal	Commandant, U.S. Army Logistics Management College
1105	1114	Purchasing (MWR)	Commander, U.S. Army Community and Family Support Center
1106	14	Procurement Clerical and Assistance	Assistant Secretary of the Army (RDA)
1107	66	Property Disposal Clerical and Tech	Commandant U.S. Army Logistics Management College
1130	18	Public Utilities Spec	Commander, U.S. Army Corps of Engineer
1150	14	Industrial Specialist	Assistant Secretary of the Army (RDA)
1150	33	Industrial spec (Ammo)	Commander, U.S. Army Materiel Command
1152	17	Production Control (Materiel Maintenance)	Deputy Chief of Staff for Logistics
1152	33	Production Control (Ammo)	Commander, U.S. Army Materiel Command
1152	93	Production Control	Commander, U.S. Army Aviation Center
1160	11	Financial Analysis	Assistant Secretary of the Army (FM)
1160	51	Financial Analysis	Commander, U.S. Army Community and Family Support Center Realty
1170	58	Realty	Commander, U.S. Army Corps of Engineers
1171	58	Appraising and Assessing	Commander, U.S. Army Corps of Engineers
1173	27	Housing Management	Commander, U.S. Army Corps of Engineers
1176	18	Building Management (Construction)	Commander, U.S. Army Corps of Engineers
1199	14	Business Industry Student Trainee	Assistant Secretary of the Army (RDA)
1202	56	Patent Technician	The Judge Advocate General
1221	56	Patent Advisor	The Judge Advocate General
1222	56	Patent Attorney	The Judge Advocate General
1301	16	General Physical Science (Non- construction)	Commander, U.S. Army Materiel Command
1301	18	General Physical Science (Construction)	Commander, U.S. Army Corps of Engineers
1301	35	General Physical Science (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1306	12	Health Physics	Commander, U.S. Army Safety Center
1306	16	Health Physics (Non-construction)	Commander, U.S. Army Materiel Command
1310	16	Physics (Non-construction)	Commander, U.S. Army Materiel Command
1310	18	Physics (Construction)	Commander, U.S. Army Corps of Engineers
1310	35	Physics (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1311	16	Physical Science Tech (Non- construction)	Commander, U.S. Army Materiel Command
1313	16	Geophysics (Non-construction)	Commander, U.S. Army Materiel Command
1313	18	Geophysics (Construction)	Commander, U.S. Army Corps of Engineers
1315	18	Hydrology	Commander, U.S. Army Corps of Engineers
1316	18	Hydrologic Technician	Commander, U.S. Army Corps of Engineers
1320	16	Chemistry (Non-construction)	Commander, U.S. Army Materiel Command
1320	18	Chemistry (Construction)	Commander, U.S. Army Corps of Engineers
1320	35	Chemistry (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1321	16	Metallurgy	Commander, U.S. Army Materiel Command
1330	18	Astronomy and Space Science	Commander, U.S. Army Corps of Engineers
3401	6	Meteorology	Commander, U.S. Army Materiel Command
1340	35	Meteorology (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1341	16	Meteorology Tech	Commander, U.S. Army Materiel Command
1350	18	Geology	Commander, U.S. Army Corps of Engineers
1360	18	Oceanography	Commander, U.S. Army Corps of Engineers
1361	18	Navigational Information	Commander, U.S. Army Corps of Engineers
1370	18	Cartography	Commander, U.S. Army Corps of Engineers
1370	35	Cartography (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1371	18	Cartographic Tech	Commander, U.S. Army Corps of Engineers
1372	18	Geodesy	Commander, U.S. Army Corps of Engineers
1373	18	Land Surveying	Commander, U.S. Army Corps of Engineers
1374	18	Geodetic Tech	Commander, U.S. Army Corps of Engineers
1382	16	Food Technology	Commander, U.S. Army Materiel Command
16		Textile Technology	Commander, U.S. Army Materiel Command
1386	34	Photographic Technology	Director of Information Systems for Command, Control, Communications, and Computers
1399	16	Physical Science Student Trainee	Commander, U.S. Army Materiel Command
1399	18	Physical Science Student Trainee	Commander, U.S. Army Corps of Engineers
1410	34	Librarian	Director of Information Systems for Command, Control, Communications and Computers
1411	34	Library Tech	Director of Information Systems for Command, Control, Communications and Computers
1412	34	Technical Information Services	Director of Information Systems for Command, Control, Communications and Computers

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
1420	34	Archivist	Director of Information Systems for Command, Control, Communications and Computers
1421	34	Archives Tech	Director of Information Systems for Command, Control, Communications and Computers
1515	11	Operations Research (Cost Analysis)	Assistant Secretary of the Army (FM)
1515	16	Operations Research (Non- construction)	Commander, U.S. Army Materiel Command
1515	35	Operations Research (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1520	11	Mathematics	Assistant Secretary of the Army (FM)
1520	16	Mathematics (Non-construction)	Commander, U.S. Army Materiel Command
1520	18	Mathematics (Construction)	Commander, U.S. Army Corps of Engineers
1520	35	Mathematics (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1521	16	Mathematics Tech	Commander, U.S. Army Materiel Command
1529	16	Mathematical Statistician (Non- construction)	Commander, U.S. Army Materiel Command
1529	18	Mathematical Statistician (Construction)	Commander, U.S. Army Corps of Engineers
1530	11	Statistician	Assistant Secretary of the Army (FM)
1530	16	Statistician	Commander, U.S. Army Materiel Command
1531	16	Statistical Asst	Commander, U.S. Army Materiel Command
1550	16	Computer Science (Non- construction)	Commander, U.S. Army Materiel Command
1550	34	Computer Science	Director of Information Systems for Command, Control, Communications and Computers
1550	35	Computer Science (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1599	16	Mathematical Science Student Trainee	Commander, U.S. Army Materiel Command
1599	18	Mathematical Science Student Trainee	Commander, U.S. Army Corps of Engineers
1601	17	General Facilities and Equip (Materiel Maintenance)	Deputy Chief of Staff for Logistics
1601	18	General Facilities and Equipment (Construction)	Commander, U.S. Army Corps of Engineers
1601	93	General Facilities and Equipment	Commander, U.S. Army Aviation Center
1630	63	Cemetery Admin	Commandant, U.S. Army Quartermaster School
1640	18	Facility Management	Commander, U.S. Army Corps of Engineers
1654	34	Printing Management	Director of Information Systems for Command, Control, Communications and Computers
1658	62	Laundry and Dry Cleaning Plant Management	Commandant, U.S. Army Quartermaster School
1667	62	Steward	Commandant, U.S. Army Quartermaster School
1670	17	Equipment Specialist	Deputy Chief of Staff for Logistics
1670	33	Equipment Specialist (Ammo)	Commander, U.S. Army Materiel Command
1670	93	Equipment Specialist	Commander, U.S. Army Aviation Center
1699	17	Equipment and Facilities Management Student Trainee	Deputy Chief of Staff for Logistics
1701	31	General Education and Training (Ed Svcs)	Deputy Chief of Staff for Personnel
1701	32	General Education and Training (Training)	Commander, U.S. Army Training and Doctrine Command
1701	51	General Education and Training (MWR)	Commander, U.S. Army Community and Family Support Center
1701	52	General Education and Training (Rel Ed)	Chief of Chaplains
1702	32	Education and Training Tech	Commander, U.S. Army Training and Doctrine Command
1702	51	Education and Training Tech (MWR)	Commander, U.S. Army Community and Family Support Center
1710	31	Education and Vocational Tng (Ed Svcs)	Deputy Chief of Staff for Personnel
1710	32	Education and Vocational Tng (Tng)	Commander, U.S. Army Training and Doctrine Command
1710	51	Education and Vocational Tng (MWR)	Commander, U.S. Army Community and Family Support Center
1710	35	Education and Vocational Training (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1710	52	Education and Vocational Tng (Rel Ed)	Chief of Chaplains
1712	32	Training Instruction	Commander, U.S. Army Training and Doctrine Command
1712	35	Training Instruction (Intelligence)	Commander, U.S. Army Intelligence Center and Fort Huachuca
1715	31	Vocational Rehabilitation	Deputy Chief of Staff for Personnel
1740	31	Education Services	Deputy Chief of Staff for Personnel
1750	32	Instructional Systems	Commander, U.S. Army Training and Doctrine Command
1799	31	Education Student Trainee	Deputy Chief of Staff for Personnel
1801	35	Polygraph Examiner	Commander, U.S. Army Intelligence Center and Fort Huachuca
1801	55	General Inspection, Investigation and Compliance	The Inspector General
1802	19	Compliance Inspection and Support	Commandant, U.S. Army Military Police School
1810	19	General Investigating	Commandant, U.S. Army Military Police School
1811	19	Criminal Investigating	Commandant, U.S. Army Military Police School
1812	19	Game Law Investigating	Commandant, U.S. Army Military Police School
1815	12	Air Safety Investigating	Commander, U.S. Army Safety Center
1890	19	Customs Inspection	Commandant, U.S. Army Military Police School
1897	19	Customs Aid	Commandant, U.S. Army Military Police School
1910	15	Quality Assurance (Other than Ammunition Surveillance)	Commander, U.S. Army Materiel Command
1910	20	Quality Assurance (Ammo Surveillance)	Director, U.S. Army Defense Ammunition Center and School
1910	93	Quality Assurance	Commander, U.S. Army Aviation Center
1999	15	Quality Inspection Student Trainee	Commander, U.S. Army Materiel Command

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
2001	13	General Supply	Deputy Chief of Staff for Logistics
2001	33	General Supply (Ammo)	Commander, U.S. Army Materiel Command
2003	13	Supply Program Mgt	Deputy Chief of Staff for Logistics
2003	33	Supply Program Mgt (Ammo)	Commander, U.S. Army Materiel Command
2005	13	Supply Clerical and Tech	Deputy Chief of Staff for Logistics
2010	13	Inventory Management	Deputy Chief of Staff for Logistics
2010	33	Inventory Management (Ammo)	Commander, U.S. Army Materiel Command
2030	13	Distr Facilities & Storage Mgt	Deputy Chief of Staff for Logistics
2030	33	Distr Facilities & Storage Mgt (Ammo)	Commander, U.S. Army Materiel Command
2032	13	Packaging	Deputy Chief of Staff for Logistics
2050	13	Supply Cataloging	Deputy Chief of Staff for Logistics
2050	33	Supply Cataloging (Ammo)	Commander, U.S. Army Materiel Command
2091	62	Sales Store Clerical	Commandant, U.S. Army Quartermaster School
2099	13	Supply Student Trainee	Deputy Chief of Staff for Logistics
2101	24	Transportation Spec	Commandant, U.S. Army Transportation Center and School
2101	33	Transportation Spec (Ammo)	Commander, U.S. Army Materiel Command
2102	24	Transportation Clerk and Asst	Commandant, U.S. Army Transportation Center and School
2130	24	Traffic Mgt	Commandant, U.S. Army Transportation Center and School
2130	33	Traffic Mgt (Ammo)	Commander, U.S. Army Materiel Command
2131	24	Freight Rate	Commandant, U.S. Army Transportation Center and School
2135	24	Transportation Loss & Damage Claims Examining	Commandant, U.S. Army Transportation Center and School
2144	24	Cargo Scheduling	Commandant, U.S. Army Transportation Center and School
2150	24	Transportation Operations	Commandant, U.S. Army Transportation Center and School
2152	64	Air Traffic Control	Commander, U.S. Army Aviation Center
2154	64	Air Traffic Assistance	Commander, U.S. Army Aviation Center
2161	24	Marine Cargo	Commandant, U.S. Army Transportation Center and School
2181	64	Aircraft Operation	Commander, U.S. Army Aviation Center
2501	34	Misc Wire Comm Equip Inst and Maint	Director of Information Systems for Command, Control, Communi- cation and Computers
2502	34	Telephone Mechanic	Director of Information Systems for Command, Control, Communi- cation and Computers
2504	34	Wire Communications Cable Splicing	Director of Information Systems for Command, Control, Communi- cation and Computers
2508	34	Communications Line Inst and Repairing	Director of Information Systems for Command, Control, Communi- cations and Computers
2511	34	Wire Comm Equip Inst and Repairing	Director of Information Systems for Command, Control, Communi- cations and Computers
2601	34	Misc Electronic Equip Inst and Maint	Director of Information Systems for Command, Control, Communi- cations and Computers
2602	79	Electronic Measurement Equip Mech	Commander, U.S. Army Ordnance Center and School
2604	34	Electronics Mech	Director of Information Systems for Command, Control, Communi- cations, and Computers
2606	34	Electronic Industrial Controls Mech	Director of Information Systems for Command, Control, Communi- cations and Computers
2608	34	Digital Computer Mech	Director of Information Systems for Command, Control, Communi- cations, and Computers
2608	93	Radio Equipment Installing and Repairing	Commander, U.S. Army Aviation Center
2610	34	Electronic Integrated Systems Mech	Director of Information Systems for Command, Control, Communi- cations and Computers
2801	77	Misc Electrical Installation and Maint	Commandant, U.S. Army Engineer School
2805	77	Electrician	Commandant, U.S. Army Engineer School
2810	77	Electrician (High Voltage)	Commandant, U.S. Army Engineer School
2854	77	Electrical Equip Repairing	Commandant, U.S. Army Engineer School
2892	93	Aircraft Elec Systems Inst and Repairing	Commander, U.S. Army Aviation Center
3101	78	Misc Fabric and Leather Work	Commandant, U.S. Army Quartermaster School
3103	78	Shoe Repairing	Commandant, U.S. Army Quartermaster School
3105	78	Fabric Working	Commandant, U.S. Army Quartermaster School
3106	78	Upholstering	Commandant, U.S. Army Quartermaster School
3111	78	Sewing Machine Operating	Commandant, U.S. Army Quartermaster School
3301	79	Misc Instrument Maint	Commander, U.S. Army Ordnance Center and School
3306	79	Optical Instruments Repairing	Commander, U.S. Army Ordnance Center and School
3306	93	Optical Instruments Repairer	Commander, U.S. Army Aviation Center
3314	79	Instrument Making	Commander, U.S. Army Ordnance Center and School
3341	74	Scale Building, Installing, and Repairing	Commandant, U.S. Army Transportation Center and School
3359	79	Instrument Mechanic	Commander, U.S. Army Ordnance Center and School
3359	93	Instrument Mechanic	Commander, U.S. Army Aviation Center
3364	34	Projection Equip Repairing	Director of Information Systems for Command, Control, Communi- cations and Computers
3401	80	Misc Machine Tool Work	Commandant, U.S. Army Ordnance Center and School
3414	80	Machining	Commandant, U.S. Army Ordnance Center and School
3414	93	Machining	Commander, U.S. Army Aviation Center
3416	80	Tool Making	Commandant, U.S. Army Ordnance Center and School
3417	80	Tool Grinding	Commandant, U.S. Army Ordnance Center and School

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
3422	80	Power Saw Operating	Commandant, U.S. Army Ordnance Center and School
3428	80	Die Sinking	Commandant, U.S. Army Ordnance Center and School
3431	80	Machine Tool Operating	Commandant, U.S. Army Ordnance Center and School
3501	77	Misc Manual Labor	Commandant, U.S. Army Engineer School
3502	77	Laboring	Commandant, U.S. Army Engineer School
3508	77	Pipeline Working	Commandant, U.S. Army Engineer School
3511	71	Laboratory Working	Commander, U.S. Army Materiel Command
3515	71	Laboratory Support Working	Commander, U.S. Army Materiel Command
3543	74	Stevedoring	Commandant, U.S. Army Transportation Center and School
3546	74	Railroad Repairing	Commandant, U.S. Army Transportation Center and School
3566	77	Custodial Working	Commandant, U.S. Army Engineer School
3601	77	Misc Masonry, Plastering, and Roofing	Commandant, U.S. Army Engineer School
3602	77	Cement Finishing	Commandant, U.S. Army Engineer School
3603	77	Masonry	Commandant, U.S. Army Engineer School
3604	77	Tile Setting	Commandant, U.S. Army Engineer School
3605	77	Plastering	Commandant, U.S. Army Engineer School
3606	77	Roofing	Commandant, U.S. Army Engineer School
3609	77	Floor Covering Installing	Commandant, U.S. Army Engineer School
3610	77	Insulating	Commandant, U.S. Army Engineer School
3611	77	Glazing	Commandant, U.S. Army Engineer School
3653	77	Asphalt Working	Commandant, U.S. Army Engineer School
3701	81	Misc Metal Processing	Commandant, U.S. Army Ordnance Center and School
3702	81	Flange/Arc Cutting	Commandant, U.S. Army Ordnance Center and School
3703	81	Welding	Commandant, U.S. Army Ordnance Center and School
3707	81	Metalizing	Commandant, U.S. Army Ordnance Center and School
3708	81	Metal Process Working	Commandant, U.S. Army Ordnance Center and School
3711	81	Electroplating	Commandant, U.S. Army Ordnance Center and School
3712	81	Heat Treating	Commandant, U.S. Army Ordnance Center and School
3722	81	Cold Working	Commandant, U.S. Army Ordnance Center and School
3725	81	Battery Repairing	Commandant, U.S. Army Ordnance Center and School
3727	81	Buffing and Polishing	Commandant, U.S. Army Ordnance Center and School
3735	81	Metal Photo transferring	Commandant, U.S. Army Ordnance Center and School
3736	34	Circuit Board Making	Director of Information Systems for Command, Control, Communications and Computers
3741	81	Furnace Operating	Commandant, U.S. Army Ordnance Center and School
3769	81	Shot Peening Machine Operating	Commandant, U.S. Army Ordnance Center and School
3801	81	Misc Metal Work	Commandant, U.S. Army Ordnance Center and School
3802	81	Metal Forging	Commandant, U.S. Army Ordnance Center and School
3806	77	Sheet Metal Mech	Commandant, U.S. Army Engineer School
3807	77	Structural/Ornamental Iron Working	Commandant, U.S. Army Engineer School
3808	77	Boilermaking	Commandant, U.S. Army Engineer School
3808	81	Mobile Equip Metal Mech	Commandant, U.S. Army Ordnance Center and School
3816	81	Engraving	Commandant, U.S. Army Ordnance Center and School
3818	77	Spring Making	Commandant, U.S. Army Engineer School
3820	74	Shipfitting	Commandant, U.S. Army Transportation Center and School
3830	82	Blacksmithing	Commandant, U.S. Army Ordnance Center and School
3858	81	Metal Tank and Radiator Repairing	Commandant, U.S. Army Ordnance Center and School
3869	77	Metal Forming Machine Operating	Commandant, U.S. Army Engineer Center and School
3872	81	Metal Tube Making, Installing, & Repairing	Commandant, U.S. Army Ordnance Center and School
3901	34	Misc Motion Picture, Radio, TV & Sound Recording	Director of Information Systems for Command, Control, Communications, and Computers
3910	34	Motion Picture Projection	Director of Information Systems for Command, Control, Communications, and Computers
3911	34	Sound Recording Equip Operating	Director of Information Systems for Command, Control, Communications and Computers
3919	34	Television Equip Operating	Director of Information Systems for Command, Control, Communications and Computers
3940	34	Broadcasting Equip Operating	Director of Information Systems for Command, Control, Communications and Computers
3941	34	Public Address Equip Operating	Director of Information Systems for Command, Control, Communications and Computers
4001	79	Misc Optical Work	Commandant, U.S. Army Ordnance Center and School
4005	79	Optical Element Working	Commandant, U.S. Army Ordnance Center and School
4010	70	Prescription Eyeglass Making	The Surgeon General
4101	77	Misc Painting and Paperchanging	Commandant, U.S. Army Engineer School
4102	77	Painting	Commandant, U.S. Army Engineer School
4103	77	Paperchanging	Commandant, U.S. Army Engineer School
4104	77	Sign Painting	Commandant, U.S. Army Engineer School
4201	77	Misc Pipefitting	Commandant, U.S. Army Engineer School
4204	77	Pipefitting	Commandant, U.S. Army Engineer School
4206	77	Plumbing	Commandant, U.S. Army Engineer School
4255	82	Fuel Distribution System Mech	Commandant, U.S. Army Ordnance Center and School
4301	72	Plastic Work	Commander, U.S. Army Depot Systems Command
4351	72	Plastic Molding Equip Operating	Commander, U.S. Army Depot Systems Command

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
4352	72	Plastic Fabricating	Commander, U.S. Army Depot Systems command
4360	72	Rubber Products Molding	Commander, U.S. Army Depot Systems Command
4361	72	Rubber Equip Repairing	Commander, U.S. Army Depot Systems Command
4370	72	Glassblowing	Commander, U.S. Army Depot Systems Command
4373	72	Molding	Commander, U.S. Army Depot Systems Command
4374	72	Core Making	Commander, U.S. Army Depot Systems Command
4401	34	Misc Printing and Reproduction	Director of Information Systems for Command, Control, Communi- cations, and Computers
4402	34	Bindery Machine Operator	Director of Information Systems for Command, Control, Communi- cations and Computers
4403	34	Hand Composing	Director of Information Systems for Command, Control, Communi- cations and Computers
4405	34	Film Assembly-Stripping	Director of Information Systems for Command, Control, Communi- cations and Computers
4406	34	Letterpress Operating	Director of Information Systems for Command, Control, Communi- cations and Computers
4407	34	Linotype Machine Operating	Director of Information Systems for Command, Control, Communi- cations and Computers
4414	34	Offset Photography	Director of Information Systems for Command, Control, Communi- cations and Computers
4416	34	Platemaking	Director of Information Systems for Command, Control, Communi- cations and Computers
4417	34	Offset Press Operating	Director of Information Systems for Command, Control, Communi- cations and Computers
4419	34	Silk Screen Making and Printing	Director of Information Systems for Command, Control, Communi- cations and Computers
4422	34	Dot Etching	Director of Information Systems for Command, Control, Communi- cations and Computers
4441	34	Bookbinding	Director of Information Systems for Command, Control, Communi- cations and Computers
4601	77	Misc Woodwork	Commandant, U.S. Army Engineer School
4602	74	Blocking and Bracing	Commandant, U.S. Army Transportation Center and School
4604	77	Wood Working	Commandant, U.S. Army Engineer School
4605	77	Wood Crafting	Commandant, U.S. Army Engineer School
4607	77	Carpentry	Commandant, U.S. Army Engineer School
4616	80	Patternmaking	Commandant, U.S. Army Ordnance Center and School
4618	77	Wood Working Machine Operating	Commandant, U.S. Army Engineer School
4639	77	Timber Working	Commandant, U.S. Army Engineer School
4701	82	Misc General Maint and Operations Work	Commandant, U.S. Army Ordnance Center and School
4714	80	Model Making	Commandant, U.S. Army Ordnance Center and School
4715	32	Exhibits Making/Modeling	Commander, U.S. Army Training and Doctrine Command
4716	74	Railroad Car Repairing	Commandant, U.S. Army Transportation Center and School
4717	74	Boat Building and Repairing	Commandant, U.S. Army Transportation Center and School
4737	82	General Equip Mech	Commandant, U.S. Army Ordnance Center and School
4741	77	General Equip Operating	Commandant, U.S. Army Engineer School
4742	77	Utility Systems Repairing Operating	Commandant, U.S. Army Engineer School
4745	16	Research Laboratory Mech	Commander, U.S. Army Materiel Command
4749	77	Maint Mech	Commandant, U.S. Army Engineer School
4754	78	Cemetery Caretaking	Commandant, U.S. Army Quartermaster School
4801	82	Misc General Equip Maint	Commandant, U.S. Army Ordnance Center and School
4802	52	Musical Instrument Repairing	Chief of Chaplains
4804	82	Locksmithing	Commandant, U.S. Army Ordnance Center and School
4805	70	Medical Equip Repairing	The Surgeon General
4806	82	Office Appliance Repairing	Commandant, U.S. Army Ordnance Center and School
4807	82	Chemical Equip Repairing	Commander, U.S. Army Ordnance Center and School
4808	77	Custodial Equipment Servicing	Commandant, U.S. Army Engineer School
4812	82	Saw Reconditioning	Commander, U.S. Army Ordnance Center and School
4816	82	Protective and Safety Equip Fabricating and Repairing	Commander, U.S. Army Ordnance Center and School
4819	51	Bowling Equip Repairing	Commander, U.S. Army Community and Family Support Center
4840	82	Tool and Equip Repairing	Commander, U.S. Army Ordnance Center and School
4841	78	Window Shade Assembling, Installing, & Rep	Commandant, U.S. Army Quartermaster School
4848	82	Mechanical Parts Repairing	Commandant, U.S. Army Ordnance Center and School
4850	82	Bearing Reconditioning	Commander, U.S. Army Ordnance Center and School
4851	82	Reclamation Working	Commander, U.S. Army Ordnance Center and School
4855	78	Domestic Appliance Repairing	Commandant, U.S. Army Quartermaster School
5001	77	Misc Agricultural, Forestry & Kindred Op- erations	Commandant, U.S. Army Engineer School
5002	77	Farming	Commandant, U.S. Army Engineer School
5003	77	Gardening	Commandant, U.S. Army Engineer School
5026	77	Pest Controlling	Commandant, U.S. Army Engineer School
5031	87	Insects Production Working	The Surgeon General
5042	77	Tree Trimming and Removing	Commandant, U.S. Army Engineer School

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
5048	87	Animal Caretaking	The Surgeon General
5201	82	Miscellaneous Occupations	Commandant, U.S. Army Ordnance Center and School
5205	83	Gas and Radiation Detecting	Commandant, U.S. Army Chemical School
5210	74	Rigging	Commandant, U.S. Army Transportation Center and School
5235	71	Test Range Tracking	Commander, U.S. Army Materiel Command
5301	82	Miscellaneous Fixed Industrial Equipment Maintenance	Commander, U.S. Army Ordnance Center and School
5306	77	Air Conditioning Equipment Mechanic	Commandant, U.S. Army Engineer School
5309	77	Heating and Boiler Plant Equipment Mechanic	Commandant, U.S. Army Engineer School
5310	78	Kitchen/Bakery Equipment Repairing	Commandant, U.S. Army Quartermaster School
5312	78	Sewing Machine Repairing	Commandant, U.S. Army Quartermaster School
5313	77	Elevator Mechanic	Commandant, U.S. Army Engineer School
5317	78	Laundry and Dry Cleaning Equipment Repairing	Commandant, U.S. Army Quartermaster School
5318	77	Lock and Dam Repairing	Commandant, U.S. Army Engineer School
5323	82	Oiling and Greasing	Commandant, U.S. Army Engineer School
5324	77	Powerhouse Equip Repairing	Commandant, U.S. Army Engineer School
5326	78	Printing Equip Repairing	Commandant, U.S. Army Quartermaster School
5330	77	Drawbridge Repairing	Commandant, U.S. Army Engineer School
5334	74	Marine Machinery Mech	Commandant, U.S. Army Transportation Center and School
5335	71	Wind Tunnel Mech	Commander, U.S. Army Materiel Command
5350	82	Production Machinery Mech	Commandant, U.S. Army Ordnance Center and School
5352	82	Industrial Equipment Mech	Commandant, U.S. Army Ordnance Center and School
5364	82	Door Systems Mech	Commandant, U.S. Army Ordnance Center and School
5378	82	Powered Support Systems Mech	Commandant, U.S. Army Ordnance Center and School
5401	77	Misc Fixed Industrial Equip Operation	Commandant, U.S. Army Engineer School
5402	77	Boiler Plant Operating	Commandant, U.S. Army Engineer School
5403	77	Incinerator Operating	Commandant, U.S. Army Engineer School
5406	77	Utility Systems Operating	Commandant, U.S. Army Engineer School
5407	77	Electric Power Controlling	Commandant, U.S. Army Engineer School
5408	77	Sewage Disposal Plant Operating	Commandant, U.S. Army Engineer School
5409	77	Water Treatment Plant Operating	Commandant, U.S. Army Engineer School
5413	77	Fuel Distribution System Operating	Commandant, U.S. Army Engineer School
5415	77	Air Conditioning Equipment Operating	Commandant, U.S. Army Engineer School
5419	77	Stationary-Engine Operating	Commandant, U.S. Army Engineer School
5423	88	Sandblasting	Commander, U.S. Army Depot Systems Command
5424	74	Weighing Machine Operating	Commandant, U.S. Army Transportation Center and School
5426	77	Lock and Dam Operating	Commandant, U.S. Army Engineer School
5427	83	Chemical Plant Operating	Commandant, U.S. Army Chemical School
5430	77	Drawbridge Operating	Commandant, U.S. Army Engineer School
5433	77	Gas Generating Plant Operating	Commandant, U.S. Army Engineer School
5435	91	Carton/Bag Making Machine Operating	Commandant, U.S. Army Quartermaster School
5438	77	Elevator Operating	Commandant, U.S. Army Engineer School
5439	88	Testing Equipment Operating	Commander, U.S. Army Depot Systems Command
5440	91	Packaging Machine Operating	Commandant, U.S. Army Quartermaster School
5450	91	Conveying Operating	Commandant, U.S. Army Quartermaster School
5455	89	Paper Pulping Machine Operating	Commander, U.S. Army Intelligence Center and Fort Huachuca
5473	91	Oil Reclamation Equipment Operating	Commandant, U.S. Army Quartermaster School
5478	88	Portable Equip Operating	Commander, U.S. Army Depot Systems Command
5479	77	Dredging Equip Operating	Commandant, U.S. Army Engineer School
5703	74	Motor Vehicle Operating	Commandant, U.S. Army Transportation Center and School
5704	74	Forklift Operating	Commandant, U.S. Army Transportation Center and School
5705	74	Tractor Operating	Commandant, U.S. Army Transportation Center and School
5706	77	Road Sweeper Operating	Commandant, U.S. Army Engineer School
5707	92	Tank Driving	Commander, U.S. Army Depot Systems Command
5716	77	Engineering Equip Operating	Commandant, U.S. Army Engineer School
5725	77	Crane Operating	Commandant, U.S. Army Engineer School
5729	77	Drill Rig Operating	Commandant, U.S. Army Engineer School
5731	77	Mining/Tunneling Machine Operating	Commandant, U.S. Army Engineer School
5736	74	Braking-Switching and Conducting	Commandant, U.S. Army Transportation Center and School
5737	74	Locomotive Engineering	Commandant, U.S. Army Transportation Center and School
5738	74	Railroad Maint	Commandant, U.S. Army Transportation Center and School
5782	74	Ship Operating	Commander, U.S. Army Transportation Center and School
5784	74	Riverboat Operating	Commandant, U.S. Army Transportation Center and School
5786	74	Small Craft Operating	Commandant, U.S. Army Transportation Center and School
5788	74	Deckhand	Commandant, U.S. Army Transportation Center and School
5801	82	Misc Mobile Industrial Equip Maint	Commandant, U.S. Army Ordnance Center and School
5803	82	Heavy Mobile Equip Mech	Commandant, U.S. Army Ordnance Center and School
5806	82	Mobile Equip Servicing	Commandant, U.S. Army Ordnance Center and School
5823	82	Automotive Mech	Commandant, U.S. Army Ordnance Center and School
5876	82	Electromotive Equip Mech	Commandant, U.S. Army Ordnance Center and School
6501	90	Misc Ammo, Explosive and Toxic Matl Work	Commandant, U.S. Army Ordnance Center and School

Table 1-55

Civilian Series and Career Fields - General Schedule, Wage Grade and Equivalent Nonappropriated Fund Positions—Continued

Series	CF	Title	Proponent
6502	90	Explosives Operating	Commandant, U.S. Ordnance Center and School
6505	90	Munitions Destroying	Commandant, U.S. Army Ordnance Center and School
6511	90	Missile/Toxic Materials Handling	Commandant, U.S. Army Ordnance Center and School
6517	90	Explosive Test Operating	Commandant, U.S. Army Ordnance Center and School
6601	90	Misc Armament Work	Commandant, U.S. Army Ordnance Center and School
6605	90	Artillery Repairing	Commandant, U.S. Army Ordnance Center and School
6606	90	Artillery Testing	Commandant, U.S. Army Ordnance Center and School
6610	90	Small Arms Repairing	Commandant, U.S. Army Ordnance Center and School
6641	90	Ordnance Equip Mech	Commandant, U.S. Army Ordnance Center and School
6652	93	Aircraft Ordnance Systems Mech	Commander, U.S. Army Aviation Center
6656	90	Special Wpns Systems Mech	Commandant, U.S. Army Ordnance Center and School
6901	91	Misc Warehousing	Commandant, U.S. Army Quartermaster School
6902	91	Lumber Handling	Commandant, U.S. Army Quartermaster School
6903	77	Coal Unloader Operating	Commandant, U.S. Army Engineer School
6903	91	Coal Handling	Commandant, U.S. Army Quartermaster School
6904	91	Tools and Parts Attending	Commandant, U.S. Army Quartermaster School
6907	91	Materials Handler	Commandant, U.S. Army Quartermaster School
6910	91	Materials Expediting	Commandant, U.S. Army Quartermaster School
6912	91	Material Sorting and Classifying	Commandant, U.S. Army Quartermaster School
6914	91	Store Working	Commandant, U.S. Army Quartermaster School
6967	93	Personal Flight Equipment Handling	Commander, U.S. Army Aviation Center
6968	91	Aircraft Freight Loading	Commandant, U.S. Army Quartermaster School
7001	91	Misc Packing and Processing	Commandant, U.S. Army Quartermaster School
7002	91	Packing	Commandant, U.S. Army Quartermaster School
7004	91	Preservation Packaging	Commandant, U.S. Army Quartermaster School
7006	91	Preservation Servicing	Commandant, U.S. Army Quartermaster School
7009	91	Equipment Cleaning	Commandant, U.S. Army Quartermaster
7010	91	Parachute Packer	Commandant, U.S. Army Quartermaster School
7301	78	Misc Laundry and Dry Cleaning	Commandant, U.S. Army Quartermaster School
7304	78	Laundry Working	Commandant, U.S. Army Quartermaster School
7305	78	Laundry Machine Operating	Commandant, U.S. Army Quartermaster School
7306	78	Pressing	Commandant, U.S. Army Quartermaster School
7307	78	Dry Cleaning	Commandant, U.S. Army Quartermaster School
7401	78	Misc Food Preparation and Serving	Commandant, U.S. Army Quartermaster School
7402	78	Baking	Commandant, U.S. Army Quartermaster School
7404	78	Cooking	Commandant, U.S. Army Quartermaster School
7405	51	Bartending	Commander, Community and Family Support Center
7405	78	Bartending	Commandant, U.S. Army Quartermaster School
7407	78	Meatcutting	Commandant, U.S. Army Quartermaster School
7408	78	Food Service Working	Commandant, U.S. Army Quartermaster School
7420	78	Waiter	Commandant, U.S. Army Quartermaster School
7603	78	Barbering	Commandant, U.S. Army Quartermaster School
7641	78	Beautician	Commandant, U.S. Army Quartermaster School
8201	93	Misc Fluid Systems	Commander, U.S. Army Aviation Center
8255	93	Pneudraulic Systems Mech	Commander, U.S. Army Aviation Center
8268	93	Aircraft Pneudraulic Systems Mech	Commander, U.S. Army Aviation Center
8601	93	Misc Aircraft Engine Overhaul	Commander, U.S. Army Aviation Center
8602	93	Aircraft Engine Mech	Commander, U.S. Army Aviation Center
8610	80	Small Engine Mech	Commandant, U.S. Army Ordnance Center and School
8801	93	Miscellaneous Aircraft	Commander, U.S. Army Aviation Center
8810	93	Aircraft Propeller Mech	Commander, U.S. Army Aviation Center
8852	93	Aircraft Mech	Commander, U.S. Army Aviation Center
8862	93	Aircraft Attendant	Commander, U.S. Army Aviation Center
9003	34	Film Assembling and Repairing	Director of Information Systems for Command, Control, Communication and Computers
9004	34	Motion Picture Developing/Printing Machine Operating	Director of Information Systems for Command, Control, Communication and Computers
9055	34	Photographic Solution Mixing	Director of Information Systems for Command, Control, Communication and Computers

Chapter 2 Responsibilities

2-1. Deputy Chief of Staff for Personnel

The DCSPER is responsible for the Army's military personnel system except as otherwise prescribed by law and regulations. This responsibility is not further delegated.

a. The ADCSPER has overall management responsibility for the Army Personnel Proponent System. He may delegate, as necessary, the authority to develop personnel proponent policy.

b. The Director, Military Personnel Management will—

(1) Approve general military personnel policy for and exercise

staff supervision of the Army's military personnel management system.

(2) Provide the following annual military personnel management guidance to the Commanding General (CG), PERSCOM and CG, U.S. Army Recruiting Command (USAREC)—

(a) Distribution guidance.

(b) Acquisition plan/retention program objectives.

(3) Assist personnel operating agencies in providing personnel proponents with military data and reports that will enable them to perform the eight personnel life-cycle management functions.

c. The Director of Plans, Resources and Operations, ODCSPER will—

(1) Approve general military personnel policy for classification and standards of grade for documenting required and authorized positions.

(2) Develop/approve and distribute the Personnel Management Authorization Document (PMAD) and Updated Authorization Document (UAD).

(3) Coordinate and conduct and Functional Reviews (FRs) and coordinate ODCSPER input to Functional Area Assessments (FAAs).

(4) Maintain supportability overview of all military personnel authorizations and inventory modifications resulting from force modernization initiatives.

(5) Provide branch detail guidance to CG, PERSCOM.

d. The Director, Human Resources, ODCSPER will—

(1) Assist each personnel proponent in development and assessment of affirmative actions for their respective career fields.

(2) Assess and report affirmative action goal progress.

2-2. Assistant Secretary of the Army for Manpower and Reserve Affairs

The ASA (M&RA) has overall responsibility for civilian personnel management and for civilian personnel policy and programs.

a. The DASA (CPP)/DCP will—

(1) Direct the development of civilian personnel policy and exercise staff supervision of the civilian personnel management system.

(2) Advise the ASA (M&RA) and DCSPER on civilian personnel policy as it relates to personnel proponentcy.

(3) Assist the Army staff, staff principals and the CG, PERSCOM in integrating the Total Army Personnel Proponent System.

(4) Advise and support the personnel proponents in their overall civilian personnel proponent responsibilities.

(5) Provide training materials for personnel proponents and provide formal training to proponents on civilian personnel administration, to include training on the Army Civilian Personnel System (ACPERS)/Defense Civilian Personnel Data System (DCPDS).

(6) Advise and assist proponents on matters relating to Army-wide civilian personnel management systems and programs for which ASA (M&RA) has primary responsibility. Examples include—

(a) Reviewing classification consistency of Department of Army (DA) civilian positions, developing and issuing standard job descriptions and annually reviewing special salary rates. The Judge Advocate General (TJAG) will develop job descriptions for civilian attorney positions within his qualifying authority.

(b) Developing Army Civilian Training, Education and Development System (ACTEDS) plans, establishing career ladders and outlining technical and leadership training as appropriate.

(c) Ensuring that civilian personnel management data systems support proponent requirements.

(d) Operating central referral inventories supporting selected civilian career field opportunities.

(e) On a charge-back basis, performing special career field support operations such as studies, system reviews and system design/implementation for proponents as requested.

(f) Provide advice and assistance to help correct under-representation within individual career fields.

(7) Delegate civilian personnel administration responsibilities, as necessary.

(8) Assist in providing personnel proponents with civilian data and reports that will enable them to perform the eight personnel life-cycle management functions.

(9) Develop and administer a civilian force alignment strategy in coordination with the ASA(M&RA).

b. The Deputy for Equal Employment Opportunity Policy, will—

(1) Assist each personnel proponent in development and assessment of affirmative actions for its respective career fields.

(2) Assess and report affirmative action goal progress.

c. The Deputy Assistant Secretary (Force Management, Manpower and Resources), will establish the Army Manpower Program.

(1) For military programs, establish the Army Manpower Program.

(2) For civilian programs, develop future civilian personnel requirements in coordination with ASA(M&RA).

2-3. Commanding General, U.S. Total Army Personnel Command

The CG, PERSCOM directs, integrates, coordinates the Total Army Personnel System to develop and optimize utilization of the Army's human resources in peace and war. The CG, PERSCOM, will—

a. Serve as the ODCSPER special staff officer for the Personnel Proponent System and act as the executive agent for the system reporting directly to the ADCSPER.

b. Develop, receive, analyze and staff changes to personnel proponent policy with personnel proponents.

c. Assist in the evaluation of personnel proponent issues and coordinate their recommendations with the major commands and the Army staff.

d. Provide technical guidance to the Army staff on personnel proponent matters.

e. Provide feedback to all personnel proponents on the status of proposals, problems incurred in staffing and technical requirements.

f. Receive and analyze staff additions, deletions, or revisions to military occupational classification structure (see AR 611-1).

g. Act as the coordination point with the Army staff to ensure that personnel proponents are provided with data (e.g., MOS historical data) and reports (e.g., FR and CMF reviews) that will enable them to perform the eight life-cycle management functions.

h. Classify and reclassify active duty military soldiers per Army requirements; individual qualifications, experience and preferences; and the personnel proponents' recommendations concerning the affected career fields.

i. Implement, coordinate and/or integrate revisions and changes to personnel policy, processes or procedures approved during the FR and FAA processes.

j. Conduct periodic enlisted CMF reviews with appropriate ODCSPER and personnel proponent representatives.

k. Assist personnel proponents in evaluating current issues and initiatives.

l. Designate the initial branch and/or FA for officers per Army requirements; individual qualifications, experience and preferences and personnel proponent recommendations. (See paras 2-4 (The Surgeon General, (TSG)) and 2-9 (Chief, Army Reserve) for guidance on Army Medical Department (AMEDD) and United States Army Reserves officers (USAR)).

m. Execute professional development policies for all career fields as approved by the DCSPER. (See paras 2-5 and 2-10 for guidance on AMEDD and USAR officers.)

n. Assign active military soldiers to meet Army requirements.

o. Provide representatives to the HQDA Personnel Proponent General Officer Steering Committee and personnel proponent committees and workshops as requested.

p. Plan, monitor, and adjust accession training programs per the Active Army Military Manpower Program, current and future authorizations, personnel proponent recommendations and ensure appropriate coordination for any adjustments.

q. Provide inventory projections at social security number level of detail to ODCSPER for development of officer and warrant officer promotion requirements and goals. Develop and provide select objectives to ODCSPER for enlisted promotions to SFC, MSG and SGM. Promotions to SGT through SGM, considering losses, gains, trainees, transients, holdees and students, etc., are modeled to allocate to MOS and pay grades.

r. Plan, budget, monitor and recommend adjustments for special and incentive pay to include enlistment bonus, selective reenlistment bonus, bonus extension and retraining, and other programs.

s. Solicit proponent comments and recommendations on issues having an impact on future policies and procedures affecting their respective career field occupations, e.g., changes to qualifications standards.

t. Integrate Total Army planning for manpower mobilization and

wartime individual replacement operations in support of anticipated requirements for contingency operations.

u. Plan, budget and execute personnel support for structure initiatives and new equipment fielding.

v. Research and analyze Qualitative and Quantitative Personnel Requirements Information (QQPRI), Basis of Issue Plan Feeder Data (BOIPFD), Basis of Issue Plan (BOIP) and BOIP Impact Report to determine manpower, personnel and training requirements for all new materiel systems/equipment or improvements to existing equipment or improvements to existing equipment planned to enter the Army inventory. Develop and approve operator/maintainer decision, identifying by AOC, MOS and ASI the operator, maintainer and associated support items of equipment. Manage and provide BOIP and MOS input to the Army Modernization Training Automation System (AMTAS) data base.

w. Ensure PERSINSD provides responsive Information Mission Area support for peacetime, mobilization, deployment and warfighting in sustaining base and tactical areas. The Commander, PERSINSD, will—

(1) Incorporate system change request into automated personnel data systems.

(2) Recommend improvements in automated personnel data systems and reports.

(3) Be responsible for the Soldier Quality Program.

2-4. The Surgeon General

The TSG in coordination with the CG, PERSCOM, will exercise personnel management authority over AMEDD (except GO) officers in their special branches based on existing Memorandum Of Understanding (MOU). The TSG will—

a. Designate AMEDD officer initial branch and MFA to meet Army requirements. Individual preferences will be considered.

b. Develop and execute professional development policy for AMEDD officers.

2-5. Deputy Chief of Staff for Intelligence

The Deputy Chief of Staff for Intelligence (DCSINT), in coordination with the DCSPER and ASA(M&RA), is responsible for development, implementation, management, maintenance and evaluation of the Department of the Army Civilian Intelligence Personnel Management System (CIPMS). The DCSINT will coordinate with the Assistant Secretary of Defense for Force Management and Personnel, the Assistant Secretary of Defense for Command, Control, Communications and Intelligence and with the other intelligence community agencies and activities in the establishment and implementation of civilian personnel programs for intelligence.

2-6. Commanding General, U.S. Army Recruiting Command

The CG, USAREC, will—

a. Develop and implement the Army's advertising and marketing programs.

b. Acquire personnel for the Active Army and the Reserve Components (RC).

2-7. Commanding General, U.S. Army Community and Family Support Center

The Commanding General, U.S. Army Community and Family Support Center (USACFSC), is responsible for the Morale, Welfare and Recreation (MWR) Personnel Proponent Program. The CG, USACFSC will—

a. Provide personnel proponents access to and assistance in interpretation of regulations, laws, and other reference materials applicable to the civilian MWR Personnel Proponent Program.

b. Provide technical guidance and assistance, data and reports to personnel proponents to enable them to perform the eight personnel life-cycle management functions for MWR civilian personnel.

c. Acts as the coordination point with personnel proponents for MWR civilian personnel.

2-8. Chief, National Guard Bureau (NGB)

The Chief, NGB, through the Director, Army National Guard, will operate the Army National Guard personnel system and comply with personnel systems guidance established by PERSCOM in accordance with policy outlined in appropriate Army regulations.

2-9. Chief, Army Reserve (CAR)

The CAR, through the Commander, U.S. Army Reserve Personnel Center, will operate the USAR personnel system and comply with personnel systems guidance established by PERSCOM in accordance with policy outlined in appropriate Army regulations.

2-10. Chief of Chaplains and The Judge Advocate General

The Chief of Chaplains and TJAG, will exercise personnel management authority over officer and warrant officer personnel (excluding GO) in their special branches.

2-11. Commanding General, U.S. Army Training and Doctrine Command

The Commanding General, Training and Doctrine Command (TRADOC) exercises oversight of the personnel proponent system for those branches, functional areas, career management fields and skills which are assigned to any TRADOC major subordinate command, center, school, or activity. Specifically, the CG, TRADOC will—

a. Assign specific initiatives, issues, responsibilities and studies to TRADOC personnel proponents.

b. Oversee, coordinate, monitor and participate in HQDA-directed or TRADOC initiated personnel management studies.

c. Coordinate the actions of TRADOC subordinate proponent activities with other MACOMs, HQDA, or other agencies to ensure the consideration and integration of TRADOC mission areas of doctrine, training, leader development, organizational design and materiel.

d. Resolve any conflicting issues among TRADOC subordinate proponent activities.

2-12. Principal coordination points

The PCPs are heads of agencies identified in tables 1-1 through 1-56 that have additional staff relationships (see FM 101-5, Staff Organization and Operations) with specific personnel proponents. This relationship includes the following responsibilities—

a. Actively participating in the planning and execution of personnel proponent responsibilities for career field management.

b. Analyzing and evaluating recommendations in the staff agencies' area of expertise and providing results to personnel proponents.

c. Advising personnel proponents in the technical and procedural matters pertaining to overall career field management.

d. Assisting personnel proponents in staff coordination essential to the Army decision-making process.

2-13. Functional chiefs

Functional Chiefs (FC), retain career management responsibilities for career program occupations (see AR 690-950). A MOU to fit individual circumstances will be negotiated between FC and proponents responsible for the same occupations. Functional Chiefs are responsible for providing appropriate resourcing to support MOUs which exceed the scope of the proponent's responsibilities as outlined in this regulation.

2-14. Coordination points

Coordination Points are commanders or heads of Army commands, organizations, activities and agencies with a vested interest in a career field. They will advise and assist personnel proponents, as appropriate, in carrying out their career field personnel life-cycle management responsibilities. Coordination points may be named by a personnel proponent or designated by other appropriate authority.

2-15. Civilian Personnel Office

The Installation Civilian Personnel Office (CPO) or Civilian Personnel Advisory Center (CPAC) which services or is collocated with the proponent office will—

a. Provide proponents access to and assist in interpretation of civilian personnel management regulations, laws and other reference materials.

b. Provide information to proponents on the relationship between civilian personnel management functional areas.

c. Assist the proponents in interpreting data retrieved from ACPERS/DCPDS.

d. Alternative arrangements for civilian personnel support may be made by agreement between a proponent and another CPO/CPAC.

2-16. Personnel proponents

Personnel proponents are responsible for the eight personnel life-cycle management functions of their respective career fields. As such, they take the lead in defining developmental needs, refining requirements in the field and providing assistance to improve all aspects of the Army's personnel management system. Personnel proponents are also responsible for developing, monitoring and assessing equal opportunity and affirmative actions for each of the eight personnel life-cycle management functions of their respective career fields. Personnel proponents will—

a. Establish a single point of contact responsible for personnel proponent matters within their respective organizations.

b. Gather and evaluate data.

c. Identify issues and initiatives.

d. Formulate alternatives.

e. Coordinate proposals affecting like occupations with other personnel proponents who share proponent responsibilities for the occupation (e.g., when civilian occupational series are split among proponents or when proponents for the military and civilian occupations are not collocated).

f. Coordinate actions with PCP and as necessary, with coordination points.

g. Coordinate proposals involving nonappropriated fund (NAF) employees (NAF civilian employees occupying jobs classified in a series within a proponent's career field) with CG, USACFSC. A proposal that would either incur direct or indirect expenditure of nonappropriated funds or require reimbursement for proponent services may not be implemented without the concurrence of the CG, USACFSC.

h. Coordinate actions pertaining to career program occupations with civilian career program functional chief.

i. Recommend personnel management policy changes to the DCSPER or to the OASA (M&RA) as applicable. PERSCOM (DCSOPS/TAPC-PLC) acts as the military liaison between personnel proponents and DCSPER staff for receipt of recommended changes. The DASA (CPP)/DCP acts as the ASA(M&RA) liaison for civilian personnel management policy changes.

j. Advise and assist CG, PERSCOM, DASA (CPP)/DCP and RC personnel agencies.

k. Develop their individual portion of DA Pam 600-3 (Commissioned Officer Professional Development and Utilization), which assists officers, their commanders, PERSCOM and DA Centralized Officer Selection Boards in ensuring viable career progression within a branch and provides meaningful professional development guidance. Submit branch qualifications for entry and professional development through PERSCOM (DCSOPS (TAPC-PLC)). To protect the integrity of the DA officer selection system, personnel proponents are not permitted to communicate with the boards, individual board members, or personnel involved in the board process except through DA Pam 600-3, which will be made available to each selection board by the DA Secretariat.

l. Personnel proponent committees will—

(1) Establish, as necessary, personnel proponent steering committees to assist in the performance of their mission.

(2) Prepare and submit recommendations relating to their career fields to the personnel proponent.

(3) Determine the composition and responsibilities of their specific committees.

(4) Furnish all administrative support to and are responsible for the activities of their committees. Funds for travel and per diem will be provided by the parent organization of the member. Carry out the following tasks within the eight personnel life-cycle management functions as applicable.

(5) Structure is as follows:

(a) Analyze and make recommendations on individual spaces in The Army Authorization Document System (TAADS) (interchangeability coding, ASI, language identification code requirements, remarks code, branch identification, grade, MOS, area of concentration, civilian occupational series, etc.).

(b) Recommend changes to Tables of Organization and Equipment (TOE), Tables of Distribution and Allowances (TDA) and Mobilization Tables of Distribution and Allowances.

(c) Recommend changes to ensure standardization of grade and career field coding in TOE and TDA units.

(d) Recommend classification criteria by career field for inclusion in AR 611-101, AR 611-112, and AR 611-201, or for civilian positions, in AR 690-300, chapter 312 and AR 690-500, chapter 511.

(e) Recommend and evaluate new or proposed changes to civilian classification standards.

(f) Participate in developing core documents, standardized civilian job descriptions, performance standards and/or other occupationally oriented products.

(g) Establish career progression pattern by career field.

(h) Evaluate the feasibility of future authorizations, by career field, based on projected requirements.

(i) Provide background information and comments to DASA (CPP)/DCP in connection with classification appeals and consistency studies.

(6) *Acquisition.*

(a) Recommend or determine appropriate accession criteria for officers, warrant officers, and enlisted personnel, to include maximum/minimum female content and quality distribution for enlisted accessions.

(b) Recommend or determine appropriate accession numbers by year and career fields.

(c) Recommend criteria for selected recall programs in support of active duty and mobilization requirements.

(d) Review and recommend revisions to Office of Personnel Management minimum qualification standards for civilian occupations.

(e) Develop and recommend recruitment strategies for career fields.

(f) Develop and/or review recruiting materials/programs.

(g) Develop candidate evaluation criteria for civilian positions.

(h) Monitor the affirmative action status for assigned career fields.

(i) Using the MANPRINT Program during the acquisition phase the proponent will review and recommend the method used to design, develop and/or modernize and deploy information and material systems.

(7) *Individual training and education.*

(a) Identify training criteria by career field.

(b) Ensure job analysis within career field is conducted to identify required knowledge, skills, and abilities by grade.

(c) Validate Army Educational Requirements System and Training With Industry positions by career field, grade, academic discipline and commercial industry.

(d) Identify civilian education and training opportunities available in support of career field development.

(e) Recommend criteria for selecting individuals to attend education or training.

(f) Identify requirements for the development and revision of training.

(g) Determine the number of personnel requiring training by career field.

(h) Ensure that training for career development is in concert with all aspects of professional development.

(i) Recommend standards for personnel who instruct in other service schools, participate in the U.S. Army Personnel Exchange Program overseas, or serve in liaison positions.

(j) Identify language requirements in support of career fields.

(k) Reevaluate individual training and education standards upon mobilization.

(l) Develop and maintain ACTEDS plans.

(8) *Distribution.*

(a) Evaluate the inventory and recommend adjustments to support authorizations and force structure changes.

(b) Identify ACTEDS key positions within career field.

(c) Determine number of personnel available for training by career field and fiscal year.

(d) Assess FA and branch immaterial positions in which officers are participating, additional skills in which warrant officers are participating and secondary MOS in which enlisted soldiers are participating.

(e) Recommend changes to Army policy relating to assignments, details, transfers and special programs in peacetime and upon mobilization.

(f) Determine the need for civilian mobility within career fields.

(g) Recommend initiatives to counter the adverse impact on personnel serving in space-imbalanced MOS in peacetime and upon mobilization.

(h) Recommend policies that will ensure individual and unit stabilization.

(i) Evaluate the inventory levels by career field after mobilization and recommend adjustments.

(9) *Deployment.*

(a) Evaluate unit distribution, the home-basing concept, deployment, and other key actions related to regimental affiliation and the Unit Manning System (cohesion, operational readiness training and battalion rotation.)

(b) Provide recommendation on civilian mobilization planning and management.

(c) Evaluate the effects of mobilization on the personnel proponent system.

(10) *Sustainment.*

(a) Provide a briefing packet for each HQDA centralized enlisted selection board covering each career management field for which the proponent has responsibility.

(b) Establish and maintain communication with members.

(c) Represent the professional interests of members.

(d) Foster a positive attitude toward personnel systems and programs.

(e) Evaluate continuation, reenlistment and retention rates of career fields and recommend changes to stabilize or improve retention.

(f) Analyze and recommend changes to improve the alignment of career fields.

(g) Recommend maximum percentages, by grade, to be designated into officer functional areas.

(h) Participate in reclassification and rebranching boards in accordance with force alignment initiatives.

(i) Recommend criteria for retention and rebranching of officers.

(j) Analyze the quality of the work force within a career field and recommend methods of improvement.

(k) Determine causes and initiate or support corrective action when EEO progress appears to be inadequate.

(l) Recommend changes to policies relating to civilian compensation matters.

(11) *Professional development.*

(a) Identify opportunities for development through institutional training, operational assignments and self-development.

(b) Integrate other personnel life-cycle management functions toward the goal of maintaining a quality Army.

(c) Establish career progression patterns for military career fields to include consideration of maximum/minimum female content.

(d) Conduct analyses of training and education requirements against assignment priorities.

(e) Establish and recommend changes to officer, warrant officer, enlisted and civilian professional development pamphlets.

(f) Reevaluate professional development objectives upon mobilization.

(g) Establish career progression patterns and civilian professional development guidance for assigned career fields through ACTEDS.

(h) Link professional development to leader development across all three levels of leadership (direct, senior and strategic).

(12) *Separation.*

(a) Recommend selected shortage career fields as an exception to separation policy.

(b) Recommend changes to an analyze impact of retirement, retention, force reduction and service obligation policies and proposals.

(c) Recommend changes to the Personnel Transition Management Program.

(d) Determine the impact of "early out" programs and "stop loss" initiatives on career fields.

(e) Reevaluate retention criteria after mobilization.

Chapter 3 Branches of the Army

3-1. Concept

This chapter governs the designation of branches as arms and services and provides the basis for identifying the functions and duties which associate units and soldiers with the branches of the Army. The duties and qualifications for classification of personnel in a specific identifier for assignment to a position in authorization documents are contained in AR 611-101, AR 611-112, and AR 611-201. Additionally, DA Pam 600-3 describes branch qualification requirements and professional development for officers, DA Pam 600-4 for Army medical department officers, DA Pam 600-11 for warrant officers, DA Pam 600-25 for enlisted.

3-2. Classification of branches

a. Basic and special branches. The branches of the Army are classified as basic branches and special branches. Branch names are used to identify soldiers and units trained in the principal functions associated with that branch. The branches are listed below in alphabetical order.

(1) The basic branches are Adjutant General Corps, Air Defense Artillery, Armor, Aviation, Civil Affairs (RC only), Chemical Corps, Corps of Engineers, Field Artillery, Finance Corps, Infantry, Military Intelligence, Military Police Corps, Ordnance Corps, Quartermaster Corps, Signal Corps, Special Forces and Transportation Corps.

(2) The special branches are each Corps of the Army Medical Department, specifically Medical Corps, Dental Corps, Veterinary Corps, Army Medical Specialist Corps, Army Nurse Corps and Medical Service Corps; Chaplains; and The Judge Advocate General's Corps.

b. Arms and services branches. The branches of the Army are categorized as arms and services based on normal functions and roles performed by the personnel assigned to them. Certain branches are both arms and services.

(1) The arms are those branches whose soldiers are primarily concerned with combat and combat support. These are further classified as combat arms and combat support.

(a) Combat arms are those branches whose soldiers are directly involved in the conduct of actual fighting. They are Infantry, Corps of Engineers, Air Defense Artillery, Field Artillery, Armor, Special Forces, and Aviation.

(b) Combat support arms are those branches whose soldiers provide operational assistance to the combat arms. They are Civil Affairs Branch (RC only), Corps of Engineers, Signal Corps, Military Police Corps, Chemical Corps, and Military Intelligence.

(2) The services are those branches whose soldiers are concerned with providing combat service support and/or administrative support to the Army. The services are Adjutant General Corps, Aviation, Corps of Engineers, Finance Corps, Military Police Corps, Ordnance Corps, Quartermaster Corps, Signal Corps, Transportation Corps, Army Medical Department, Chaplains and The Judge Advocate General Corps.

3-3. Branch functional statements

a. Adjutant General Corps. The Adjutant General Corps is a basic branch (services) of the Army whose soldiers manage the Army's military personnel systems, which includes 27 functions and 18 multi-function programs (see AR 600-8). Duty positions associated with The Adjutant General Corps require thoroughly trained and properly employed soldiers to provide the knowledge of military personnel operations, systems, relationships and interfaces. The primary function of Adjutant General Corps soldiers is to provide personnel support to commanders at all levels.

b. Air Defense Artillery. Air Defense Artillery is a basic branch (arms) of the Army. The branch name identifies soldiers and units that employ air defense artillery in support of land combat operations against enemy aircraft and missile attacks. Soldiers and units so identified employ both guns and missiles to place deadly, accurate fire on enemy targets.

c. Armor. Armor is a basic branch (arms) of the Army. The branch name identifies soldiers and units that conduct mobile armored combat operations. The branch name also identifies soldiers assigned to cavalry units. Cavalry units perform reconnaissance, provide security and engage in offensive, defensive, or deploying actions, act independently or as a part of a larger force. Armor encompasses soldiers and units concerned with the employment of armor and cavalry maneuver forces and/or combined arms organizations during offensively oriented land combat operations.

d. Aviation. Aviation is a basic branch of the Army (arms and services). The branch name identifies soldiers and units that employ aviation assets to conduct combat missions to find, fix and destroy any enemy through fire and maneuver. Additionally, aviation units provide combat support and combat service support in coordinated operations as a member of the combined arms team. Aviation accomplishes its mission with both fixed wing and rotary wing aircraft.

e. Civil Affairs (RC only). Civil Affairs is a basic branch (arms) of the Army and is Reserve Component only. It is a nonaccession branch with a FA counterpart for active duty officers and a SQI for active duty enlisted soldiers. Branch personnel and units support special operations and conventional forces across the operational continuum. They direct and participate in the conduct of civil affairs command support, foreign internal defense, unconventional warfare, civil administration, and other missions, both overt and covert, as directed by the Joint Chiefs of Staff, or Commander in Chief (CINC), U.S. Special Operations Command. The civil affairs soldier possesses unique experience and training requiring knowledge of and the ability to analyze the economic, social, cultural, psychological and political aspects within a specified area of the world that directly affects the conduct of operations for conventional and special operations forces.

f. Chemical Corps. The Chemical Corps is a basic branch (arms) of the Army. It is a support arm where soldiers are prepared to win in nuclear, biological and chemical (NBC) operations. Its soldiers develop doctrine, organizations, training products and equipment for NBC defense, retaliation, smoke and flame operations. The goals of the Chemical Corps are to minimize the effect of the enemy use of NBC weapons through contamination avoidance, protection and decontamination techniques; to employ smoke and flame to enhance combat power; and to train the land forces.

g. Corps of Engineers. The Corps of Engineers is a basic branch (arms and services) of the Army whose soldiers and units provide the Army and nation with the necessary expertise for combat engineering on the battlefield, construction of facilities at military bases, development and protection of the nation's natural resources.

Engineer activities range from planning and executing topographic mobility, countermobility, survivability and sustainment engineering missions in support of the warfighting commanders, to directing complex military and civil construction programs. Engineer units also fight as infantry when required.

h. Field Artillery. Field Artillery is a basic branch (arms) of the Army. The branch name identifies soldiers and units that employ fire support assets in support of combined arms operations. Field Artillery soldiers can place conventional fires on enemy targets using rockets, missiles and cannons.

i. Finance Corps. The Finance Corps is a basic branch (services) of the Army. Finance units and soldiers fund the worldwide operations of the Army. Fund, a critical combat support, paying U.S. soldiers and civilians, providing banking and currency support, providing pay for non-U.S. soldiers and capturing all associated costs. Finance soldiers are the Army's financial managers, often performing the battlefield functions associated with peacetime resource management offices. Finance soldiers are usually among the first to establish a new theater, as they must lay the critical groundwork of banking, procurement and contracting support. Once established in theater, they provide the commander and national provider with an accurate picture of the ongoing costs of each mission through their cost-capturing function. Finance soldiers effectively perform these missions through administering the Army's pay and accounting systems.

j. Infantry. Infantry is a basic branch (arms) of the Army. The branch name identifies soldiers and units that link with the enemy by means of fire and maneuver in order to destroy or capture him, or to repel his assault by fire, close combat, and counterattack. Soldiers and units so identified fight dismounted or mounted according to the mobility means provided and the weapons systems utilized. The Infantry forms the nucleus of the Army's fighting strength around which the other arms and services are grouped. When not in combat, the Infantry maintains a state of readiness in preparation for immediate combat worldwide.

k. Military Intelligence. Military Intelligence is a basic branch (arms) of the Army. Its soldiers are primarily concerned with the intelligence aspects of the Army's mission. This encompasses intelligence, counterintelligence, cryptologic and signals intelligence, security, order of battle, interrogation, aerial surveillance, imagery interpretation, human intelligence, measurement and signature intelligence and all related planning organization, training and operations. The primary function for Military Intelligence soldiers is the collection, analysis, production and dissemination of intelligence.

l. Military Police Corps. The Military Police Corps is a basic branch (arms and services) of the Army whose soldiers perform combat, combat support and combat service support operations. Military police contribute to battlefield success by conducting combat operations against threat in the rear area, combat support operations by supporting the maneuver and mobility functions expediting forward and lateral movement of combat resources, evacuating enemy prisoners of war and providing area security and combat service support operations by providing commanders and soldiers with law and order. Military Police contribute equally to military operations other than war through force protection measures for U.S. personnel, facilities and other national interests. In peace time, Military Police provide security to critical Army facilities and resources, provide law enforcement services and provide confinement as well as correctional treatment of U.S. military prisoners.

m. Ordnance Corps. The Ordnance Corps is a basic branch (services) of the Army whose soldiers are found both in the field and in garrison maintaining all types of equipment and munitions used by the U.S. Army and allies. Ordnance soldiers provide advice and expertise on logistics and ordnance-related matters to the combat commander. Ordnance soldiers support the development, production, acquisition and sustainment of weapon systems, ammunition, missiles, electronics and ground mobility materiel during peace and war to provide combat power to the U.S. Army.

n. Quartermaster Corps. The Quartermaster Corps is a basic branch (services) of the Army whose soldiers provide or arrange for food, fuel, water, general supplies, laundry and shower, fabric

repair, mortuary affairs, salvage disposal and parachute rigging in a manner to support soldiers and their systems during war and peace, at the right time, the right place and quantity.

o. Signal Corps. The Signal Corps is a basic branch (arms and services) of the Army whose soldiers and units provide and manage signal support for the command and control of combined arms forces. Signal support is the collective, integrated and synchronized use of information systems, resources and services in theater tactical, strategic and sustaining base environments. Signal support encompasses automation, communications, visual information, records management and printing and publications.

p. Special Forces. Special Forces is a basic branch (arms) of the Army. Special Forces units are designed to operate throughout the spectrum of conflict at all levels of warfare, conducting missions of unconventional warfare, direct actions, foreign internal defense, special reconnaissance and counter-terrorism. They are charged with training, directing and leading indigenous soldiers in military operations which minimize the U.S. presence while maximizing the results of U.S. participation. Special Forces soldiers possess an in-depth knowledge of conventional and unconventional tactics and techniques, domestic and foreign weapons, demolitions and field engineering, emergency medical care, and communications systems. Special Forces missions are frequently conducted in denied areas such as enemy rear areas. As such, Special Forces soldiers are airborne-qualified, language trained and area-oriented. Since potential mission areas are worldwide, personnel are trained in forest, desert, mountain, arctic, jungle and urban environments. All Special Forces soldiers are volunteers, recruited from other branches and all possess security clearances because of the sensitive nature of their duties. Many Special Forces missions require military free-fall parachuting, underwater operations and extensive environmental warfare training.

q. Transportation Corps. The Transportation Corps is a basic branch (services) of the Army whose soldiers provide the transportation expertise to support the Army's power projection strategy. The field of activity encompasses planning, development, organization, allocation, operation, regulation and support of the Army's transportation systems and facilities, serving in positions requiring comprehensive knowledge of the multiple life cycle functions for tactical wheeled vehicles, rail, terminal and marine equipment and providing transportation services for the Army, other armed services, Department of Defense (DoD) and other governmental agencies as directed by appropriate authority.

r. Medical Corps. The Medical Corps is a special branch (services) of the Army. There are three functional areas in the Army Medical Corps— Clinical, Preventive and Academic Medicine; Staff and Command; and Research and Development. Medical Corps officers maintain the health of the Army and conserve its fighting strength, providing a full range of preventive, diagnostic and treatment services on a worldwide basis. Medical Corps officers also provide a full range of peacetime health services to family members and other authorized beneficiaries.

s. Dental Corps. The Dental Corps is a special branch (services) of the Army. It is a branch where officers are primarily concerned with conserving the fighting strength by the restoration and preservation of oral health and functions and by the emergency medical management of combat casualties.

t. Veterinary Corps. The Veterinary Corps is a special branch (services) of the Army. It has been designated as the DoD Executive Agent for Veterinary Services, thereby assuming veterinary responsibilities for the Army, Air Force, Navy, Marines and other Defense agencies. The activities of this Corps are directed toward four responsible areas: veterinary food inspection and hygiene; animal medical care; veterinary preventive medicine; and research and development.

u. U.S. Army Medical Specialist Corps. The Army Medical Specialist Corps is a special branch (services) of the Army. The Corps is composed of the Occupational Therapist Section, the Physical Therapist Section, the Dietitian Section and the Physician Assistant Section. Officers in these sections provide the following: direct

patient care; direct operational support, research education and training; health promotion and prevention of disease and injury; and executive management and leadership during war, humanitarian and other military operations and peace.

v. Army Nurse Corps. The Army Nurse Corps is a special branch (services) of the Army. Officers in the Army Nurse Corps conserve the fighting strength as leaders and experts in the clinical, administration, education, research and development dimensions of nursing care delivery in peacetime and contingency deployments.

w. Medical Service Corps. The Medical Service Corps is a special branch (services) of the Army. Officers in the Corps provide administrative, technical, and scientific support for the Army Medical Department in the accomplishment of its mission to conserve the fighting strength. To provide this support, the Medical Service Corps is organized into four sections: Pharmacy, Supply and Administration, Medical Allied Sciences, Sanitary Engineering and Optometry.

x. Chaplains. The Chaplains Corps is a special branch (services) of the Army whose personnel are clergy persons who have been endorsed by recognized religious groups and have volunteered to perform their ministry in the Army. The primary function of Army Chaplains is to provide spiritual, religious and moral leadership to the Army community.

y. The Judge Advocate General Corps. The Judge Advocate General Corps is a special branch (services) of the Army, whose officer personnel are all lawyers. Their field activity encompasses both military and civil law. The primary function of The Judge Advocate General Corps is to provide total legal service to the Department of the Army and its members.

z. The Army Acquisition Corps (AAC). The AAC is not a branch/special branch but a subset of the Army's Acquisition Workforce and is made up of selected military and civilian personnel. The mission of the AAC is to create a corps of dedicated acquisition managers which capitalizes on the operational skills of its military officers and technical skills of its civilians. This highly dedicated pool of qualified specialists strike a balance between operational realities and technical knowledge during systems development.

Chapter 4 Soldier Quality Program

4-1. Concepts and objectives of the Soldier Quality Program

a. The Soldier Quality (SQ) Program is the system used by proponents to justify the percentages of recruits in Armed Forces Qualification Test (AFQT) Categories I-III A, IIIB and IV needed in their accession MOSs each year. Under the SQ Program, proponents provide a desired profile of recruits by AFQT category based on both current entry level needs for every accession MOS and future NCO requirements. This profile enables the U.S. Army Recruiting Command (USAREC) to consider Army needs as defined by proponents as well as applicant qualifications and desires in the distribution of high quality recruits.

b. A high quality recruit is a high school diploma graduate whose AFQT score percentile is in the top half of the national population (Categories I-III A). By law, the number of Category IV recruits cannot exceed 20 percent per year and Category V personnel are not eligible for military service. Table 1-6 shows the six AFQT categories and the percentile ranges of each.

4-2. Functions of the Soldier Quality Program Agencies

Determining Army accession quality goals at the MOS level is an interactive process among the proponents, PERSCOM (DCSOPS), USAREC, and ODCSPER. The SQ Program Agencies and their responsibilities are as follows:

a. ODCSPER—

(1) Establishes and provides policy and guidelines to PERSCOM (DCSOPS) and USAREC for the trade-off analysis.

(2) Reviews results of the trade-off analysis and determines Army accession quality goals for the annual recruiting mission.

b. PERSCOM (DCSOPS)- manages and coordinates implementation of the SQ Program by—

(1) Obtaining ODCSPER approval of the established annual accession quality goals by AFQT category at the MOS level.

(2) Providing guidance to proponents.

(3) Providing technical assistance to proponents.

(4) Collecting and consolidating proponents' SQ requirements.

(5) Analyzing proponents' justifications and other factors to provide alternatives and recommendations for trade-off analysis decisions.

(6) Representing proponents in trade-off analysis with USAREC.

c. USAREC—

(1) Provides information to PERSCOM (DCSOPS) and ODCSPER on what SQ accession goals are feasible based on market and resource projections.

(2) Recruits the SQ mix as established by ODCSPER in the annual recruiting mission.

d. Proponents for Enlisted Accession MOS—

(1) Determine MOS performance requirements.

(2) Justify SQ goals based on MOS performance requirements.

4-3. Guidelines for Proponent Soldier Quality Requirements Submission

The process of determining accession requirements for an MOS includes both objective and subjective factors; i.e., objective tools are used to assist in making subjective but credible assessments. Although the Personnel Proponent Office is responsible for accomplishing this task, a credible and thorough submission should usually be the product of an integration of efforts by the Personnel Proponent Office, the Directorate of Evaluation and Standardization (DOES), the Directorate of Training and Doctrine (DOTD), the Directorate of Combat Development (DCD), the training departments and other offices that provide input to the personnel proponent system. Listed below are the procedures that proponents must follow to justify their SQ requirements for each of their accession MOSs and the minimum standards that each SQ submission must meet at every step to be considered credible.

a. Step 1—Identify the target skill level. Target skill level is defined as that level which is most critical to mission success or failure in an MOS. Soldiers at this skill level have full technical proficiency to do the work and have earned enough rank to direct and lead subordinates in daily job performance, if appropriate. They can also provide technical advice to the NCOs and officers above them.

b. Step 2—Select the measure(s) of job performance. The performance measures on job proficiency hands-on tests and or job knowledge (written tests). Usually, proxies for measures of job performance are used. These proxies measure individual scores on job proficiency (hands-on tests) and or job knowledge (written tests). Usable performance measures probably already exist in many, if not most, MOS. Proponents should consider acquiring desired performance data from ongoing programs. Also, proponents should determine the appropriateness of using data from studies done by such agencies as the Army Research Institute and the TRADOC Analysis Command prior to deciding to develop and implement a new test. Since the purpose here is to measure performance in a specific MOS, tasks from the Common Task Testing (CTT) Manual would not usually be included in these measures.

c. Step 3—Validate the measure(s) of job performance. The two issues of primary concern here are what a test measures (validity) and the quality of the measure (reliability). Validity is concerned with whether the performance measure is representative of the job and is usually a rational, judgmental process. Reliability refers specifically to the consistency of the performance measure.

d. Step 4—Set the minimum acceptable score on the measure(s) of job performance. This score should be the minimum level of performance for successful job accomplishment. If possible, it should be tied to the minimum level necessary for mission success.

Reasons for selecting this minimum acceptable performance standard must also be included in the submission.

e. Step 5—Administer the performance measure(s) and collect the data. A sufficient number of soldiers must be tested to permit statistically valid findings and the soldiers selected for testing must be representative of the MOS population at the target skill level. If appropriate, information on factors which may have affected performance (e.g., weather) should also be collected.

f. Step 6—Quantify the relationship between quality and performance. The mathematical relationship between the Armed Service Vocational Aptitude Battery (ASVAB) scores and the performance of soldiers at the target skill level must be analyzed. If this relationship is statistically significant, the product of doing this step is a profile of the quality mix of soldiers at the target skill level needed for the successful performance of today's mission. However, if the relationship between quality and performance is not statistically significant, either there is a problem with the implementation of one or more of the previous steps or further study is needed to ascertain the nature of this relationship in the MOS, if any.

g. Step 7—Calculate the skill level 1 (SL 1) accession quality mix required to meet the quality requirements at the target skill level. This calculation process is often called backaging.

h. Step 8—Assess the probable impact of projected changes on the required SL 1 accession quality mix. Accomplishing this step merely requires an estimate of how much the quality mix derived from following steps 1-7 should be augmented or diminished because of projected changes in equipment, doctrine, training and organization during the next 5 years. Although this process is subjective, cogent logic must be given to substantiate this assessment.

i. Step 9—Prepare and submit the analysis report to support the MOS recruit accession quality requirement. All SQ analysis reports must contain the following information in this format:

(1) *Summary.*

(a) A statement of the proponent's position on what the required recruit accession quality mix is for the MOS.

(b) A concise enumeration of the reasons for this position.

(2) *Target skill level.*

(a) Identification of the target skill level analyzed.

(b) Discussion of the criteria used in selecting the target skill level (i.e., reasons for selection).

(3) *Performance measure(s).*

(a) Narrative description of the performance measure(s).

(b) Detailed discussion of the validity and the reliability of the performance measure(s).

(c) Detailed justification of the minimum acceptable performance score.

(4) *Research design and implementation.*

(a) Explanation of the test administration and data collection procedures used.

(b) Discussion of the statistical analysis and major findings.

(5) *Conclusion and recommendations.*

(a) The quality mix of soldiers at the target skill level needed for the successful performance of today's mission derived from following steps 1 through 6.

(b) The required recruit accession quality mix calculated at step 7.

(c) An assessment of the probable impact on soldier quality requirements of projected changes in equipment, doctrine, training and organization during the next 5 years.

(d) An estimate of how much the required soldier quality mix at the target skill level determined in step 6 should be augmented or diminished because of these projected changes.

(e) The recruit accession quality mix required to grow the augmented or diminished target skill level quality mix.

Appendix A

References

Section I Required Publications

AR 5-22

The Army Proponent System (Cited in para 1-1.)

AR 611-101

Commissioned Officer Classification System (Cited in para 1-4.)

AR 611-112

Manual of Warrant Officer Military Occupational Specialties (Cited in para 3-2).

AR 611-201

Enlisted Career Management Fields and Military Occupational Specialties (Cited in para 3-1.)

Section II Related Publications

A related publication is merely a source of additional information. The user does not have to read it to understand this regulation.

AR 11-3

Department of the Army Functional Review

AR 11-40

Functional Area Assessment (FAA)

AR 71-32

Force Development and Documentation-Consolidated Policies

AR 135-215

Officer Periods of Service on Active Duty

AR 145-1

Senior ROTC Program: Organization, Administration, and Training

AR 145-2

Junior Reserve Officer Training Program

AR 215-1

Nonappropriated Fund Instrumentalities and Morale, Welfare, and Recreation Activities

AR 215-3

Nonappropriated Funds and Related Activities Personnel Policies and Procedures

AR 340-9

Office Symbols

AR 350-41

Training in Units

AR 351-1

Individual Military Education and Training

AR 600-8

Military Personnel Management

AR 600-200

Enlisted Personnel Management System

AR 601-210

Regular Army and Army Reserve Enlistment Program

AR 602-2

Manpower and Personnel Integration (MANPRINT) in the System Acquisition Process

AR 611-1

Military Occupational Classification Structure Development and Implementation

AR 612-201

Personnel Processing

AR 614-200

Selection of Enlisted Soldiers for Training and Assignment

AR 621-1

Training of Military Personnel at Civilian Institutions

AR 621-5

Army Continuing Education System

AR 635-5

Separation Documents

AR 635-40

Physical Evaluation for Retention, Retirement or Separation

AR 635-100

Officer Personnel

AR 635-200

Enlisted Personnel

AR 690-200

General Personnel Provisions

AR 690-500

Position Classification, Pay and Allowances

AR 690-700

Personnel Relations and Services

AR 690-950

Career Management

NGR 600-200

Enlisted Personnel Management System

DA Pam 600-3

Commissioned Officer Development and Career Management

DA Pam 600-4

Army Medical Department Officer Development and Career Management

DA Pam 600-8

Military Personnel Management and Administrative Procedures

DA Pam 600-11

Warrant Officer Professional Development

DA Pam 600-25

U.S. Army Noncommissioned Officer Professional Development Guide

FM 101-5
Staff Organization and Operation

Section III
Prescribed Forms
This section contains no entries.

Section IV
Referenced Forms
This section contains no entries.

Glossary

Section I Abbreviations

ACPERS/DCPDS

Army Civilian Personnel System/Defense Civilian Personnel Data System

ACTEDS

Army Civilian Training, Education, and Development System

ADCSPER

Assistant Deputy Chief of Staff for Personnel

AMEDD

Army Medical Department

ARNG

Army National Guard

ASA (M&RA)

Assistant Secretary of the Army (Manpower and Reserve Affairs)

ASI

additional skill identifier

CG

commanding general

CIPMS

Civilian Intelligence Personnel Management System

CMF

career management field

CPAC

Civilian Personnel Advisory Center

CPO

Civilian Personnel Office

DA

Department of the Army

DASA (CPP)/DCP

Deputy Assistant Secretary of the Army (Civilian Personnel Policy)/Director of Civilian Personnel

DCSINT

Deputy Chief of Staff, Intelligence

DCSOPS

Deputy Chief of Staff for Operations

DCSPER

Deputy Chief of Staff for Personnel

FA

functional area

FAA

Functional Area Assessment

FC

functional chiefs

FR

Functional Review

GO

general officer

HQDA

Headquarters, Department of the Army

MACOM

major Army command

MFA

Medical Functional Area

MOS

military occupational specialty

MOU

Memorandum of Understanding

NAF

nonappropriated funds

NGB

National Guard Bureau

OCAR

Office, Chief Army Reserve

ODCSPER

Office of the Deputy Chief of Staff for Personnel

PCP

principal coordination point

PERSCOM

U.S. Total Army Personnel Command

PERSIND

U.S. Army Personnel Information Systems Directorate

PMAD

Personnel Management Authorization Document

RC

Reserve Component

SI

skill identifier

SQ

Soldier Quality

SQI

special qualification identifier

TDA

tables of distribution and allowances

TJAG

The Judge Advocate General

TOE

tables of organization and equipment

TRADOC

U.S. Army Training and Doctrine Command

TSG

The Surgeon General

USACFSC

United States Army Community and Family Support Center

USAR

United States Army Reserve

USAREC

U.S. Army Recruiting Command

Section II Terms

Area of concentration

A requisite area of expertise (subdivision) within a branch or functional area.

Army Career Alumni Program

A program developed to provide a comprehensive system to assist personnel leaving the Army with care and dignity while retaining quality. The program is targeted to serve Army soldiers and civilians and their family members.

Army Civilian Training, Education, and Development System (ACTEDS)

The Army-wide training and career management system that develops technical, professional, and leadership knowledge, skills, and abilities in civilian members as they progress from entry-level to supervisory, managerial, and executive positions.

Branch

A grouping of officers by career field that comprises an arm or a service of the Army in which an officer is commissioned or transferred, trained, developed, and promoted. All officers hold a single branch designation and may serve repetitive and progressive assignments associated with the branch. Branches of the Army are: Adjutant General, Air Defense Artillery, Armor, Aviation, Civil Affairs (RC only), Chemical, Engineer, Finance, Field Artillery, Infantry, Military Intelligence, Military Police, Ordnance, Quartermaster, Signal, and Transportation.

Career Field

A grouping of functionally related commissioned officer, warrant officer, civilian and enlisted positions under a single agent for life cycle personnel management purposes.

Career program

Specified professional and administrative occupational series and functional fields grouped together on the basis of population, occupational structure, grade range and commonality of job and qualification characteristics as designated by AR 690-950.

Competitive category

A group of commissioned officers who compete among themselves for promotion and, if selected, are promoted in rank order as additional officers in the higher grade are needed in the competitive category. Competitive cat-

egories are listed below.

- a. Army (includes officers in specialties 00 through 54 and 69 through 97).
- b. Army Nurse Corps.
- c. Medical Service Corps.
- d. Veterinary Corps.
- e. Army Medical Specialist Corps (combined with Medical Corps for promotion above grade colonel).
- f. Medical Corps.
- g. Dental Corps.
- h. Judge Advocate General Corps (including first lieutenants not members of The Judge Advocate General Corps but participating in the Army General Counsel Honors Program).
- i. Chaplains Corps

Coordination requirement

The requirement to coordinate with specific coordination points when handling actions pertaining to specific career fields.

Designated schools

Service schools or other Army schools that are organizationally or physically separated from personnel proponents and are assigned educational responsibilities for selected career fields for which they are not the proponent.

Functional area

A grouping of officers by career field other than arm, service, or branch) that possesses an interrelated number of tasks or skills which usually require significant education, training, and experience.

Functional Chief

An Army leader, normally a member of the Army Staff, a MACOM commander, or a member of the Secretariat, designated by the DCSPER to carry out career management responsibilities for assigned career program(s), in accordance with AR 690-950.

Review

The process of determining adjustments in accession, training, reclassification, and incentive programs for specific MOSs, grades, and fields necessary to balance the force in accordance with annual guidance.

Series of classes

An occupational type-of-work grouping that consists of all positions in a particular kind of work. Positions within a series are similar with respect to subject matter of the work and exist for all grade levels appropriate for the kind of work. A series may be thought of as including the normal steps in the line of promotion for a particular kind of work; for example, the Medical Biology Technician or the Structural Engineer series.

Skill

A specialized capacity necessary to perform duties of a specific position which may require significant education, training, and experience. A skill may be related to more than one branch/functional area/MOS/occupational

series. An individual may have more than one skill.

Special branches

A grouping of branches and officers primarily concerned with providing combat service support and/or administration to the Army as a whole, but managed separately from combat service support branches. Special branches include: AMEDD, CHs, and JA.

Section III

Special Abbreviations and Terms

This section contains no entries.

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